

# Terms of Reference – Training on Living Values Education – Tunisia 2020

Handicap International (HI) is an independent and impartial international aid organization working in situations of poverty and exclusion, conflict and disaster. Working alongside persons with disabilities and other vulnerable groups, our action and testimony are focused on responding to their essential needs, improving their living conditions and promoting respect for their dignity and their fundamental rights. Handicap International is a not-for-profit organization with no religious or political affiliation. It operates as a federation made up of a network of associations that provide it with human and financial resources, manage its projects and implement its actions and social mission. For more details on the association visit [www.hi.org](http://www.hi.org)

## 1- Presentation of the context

### 1-1- *Psychosocial Distress in Libya*

The Libyan population has been affected by almost 10 years of conflict and political instability. They have to endure frequent outbursts of prolonged armed violence, ongoing threat from terrorism, economic crisis and deterioration of public services; factors steadily reducing the resilience of the population and continuing to produce high numbers of internally displaced across the country. Individual and community are facing uncertainty regarding their future while the capacity of the authorities to respond to the needs of the population is more and more weakened. This combination of factors results in protracted psychosocial distress, loss of perspective and resilience, and eventually increase of mental health disorders amongst individual - which in turn affects the community as a whole.

The overall needs of Libyans can be summarized as the following: - Lack of access to essential services: they report significant barriers to access including fear for stigma, safety and financial constraints. - Lack of availability of essential services: they report increasingly unavailable psychological or psychiatric services for persons with severe mental illness or psychological distress as a direct result of the ongoing crisis; public health services are suffering severe shortage of trained staff, whilst the cost of private services is in itself prohibitive; there are also a small number of civil society organizations operating in MHPSS with limited resources, capacities and technical skills. - Lack of information about available services: even despite the limited services available, there is also lack of understanding and knowledge about the specific needs of and treatments for persons with mental illness or psychological distress.

In addition, given the sectarian and tribal characteristics of the Libyan society combined with years of internal conflict and rivalries, there is a generalized need for tackling the psychosocial distress of Libyans while at the same time strengthening their core human values in order to



reinforce resilience of Libyan individuals, communities and civil society organizations and to foster local conflict dialogue and mediation.

## **1-2- SALAM – Strong And Loving Active Minds**

This project has been designed in alignment with UNDP’s Stabilization Facility for Libya (SFL), whose goal is to “strengthen the legitimate and internationally recognized state authorities and foster national unity for all Libyans”. The SFL aims to reinforce local peace deals, helping communities to broaden and deepen them by promoting a culture of peaceful resolution of conflicts. The SFL therefore supports state authorities to build public trust among the Libyan population, as well as civil society organizations to benefit from small-scale grant scheme opportunities to contribute more effectively to local peacebuilding and recovery dynamics.

Through tackling the psychosocial distress of Libyans, strengthening their core human values as well as providing more support to those who have developed chronic anxiety and depression, this project aims at reinforcing resilience of Libyan individuals, communities and civil society organizations.

Thus, this project’s main objective is to enhance the development of a culture of peace, cooperation and responsibility -with a focus on youth (male and female)- through direct provision of MHPSS services at community level by HI in-house specialized and already trained field workers, as well as through immediate technical capacity building and supervision of civil society organizations on MHPSS service provision at community level.

This project will therefore seek to achieve two main outcomes:

- Prevention of deterioration in the mental health and psychosocial well-being of young women and men (including vulnerable groups, people with physical and mental disabilities, migrants and refugees) in Libya within conflict affected communities.
- Civil Society Organizations improve their capacity to design, develop and implement quality social/MHPSS services for young women and men (including vulnerable groups, people with physical and mental disabilities, migrants and refugees) in Libya toward enhancing human security, reducing inequalities.

Finally, this project also aims to contribute to the realization of the UN strategic framework for Libya: relevant Libyan institutions improved their capacity to design, develop and implement social policies that focus on quality social services delivery for all women and girls, men and boys (including vulnerable groups, migrants and refugees) in Libya towards enhancing human security and reducing inequalities.

## **2- Presentation of training on Living Values**

## **2-1- Why this training?**

As a complement to activities providing services in mental health, the SALAM project also aims at strengthening core human values to reinforce resilience of Libyan individuals, communities, and civil society organizations and to foster local conflict dialogue and mediation.

Civil Society Staff will participate to this training to be able to implement activities focusing on the development of a culture of peace and collaboration amongst youth. This training should enable youth to reflect on the values, attitudes and communication skills that create peace, equality, dignity, belonging and wellbeing for all and to think of ways to develop and transfer these values in their daily lives. This activity also aims to promote diversity as value, non-discrimination as principle, and inclusion as good practice among youth. The candidate should develop this topic within the training in his proposal.

## **2-2- Training objective and content**

The general objective of the training is to provide trainees the capacity to implement activities allowing youth (between 16 and 26 years):

- to gain insight on their current values
- to develop awareness on the importance of positive living values such as cooperation, respect, tolerance, responsibility, peace, love, honesty, humility, etc.
- and to plan implementation of activities according these values in their community (awareness campaigns, social events, etc).
- to practice social skills : active listening, communication, empathy, etc.

## **2-3- Location, dates and duration**

The training will take place in Tunis, Tunisia.

Dates: January 2021-April 2021 (exact dates will be agreed with the consultant after selection).

Duration:

- one week
- followed by 3 months supervision of trainees (one session a month 5 persons \* 3 CSOs)

## **2-4- Target Population**

The target population of the training is 25 staff from civil society organization.

Once they are trained, the trainees with have to be able to: implement activities such a described in point 2.2. to youth from both gender between 16 and 26 years old.

## **2-5- Methodology**

The ToT should include:



- Adult active and interactive pedagogy
- Use of role plays
- Cultural adaptation

### **3- Presentation of the mission**

#### **3-1- General objective of the trainer's mission**

The trainer will ensure:

- Preparation of training material and handouts (5days)
- Delivery of training (in Arabic) in Tunisia (5 days)
- Provision of 18 hours of supervision (in Arabic) over 3 months: one monthly 2 hours supervision each month for 5 people in each 3 cities (Tripoli, Benghazi, Misrata) (total of 3 days)
- Final report (1 day)

#### **3-2- Deliverables**

1. Final training material (PPT) and handouts
2. Handbook and toolbox to implement the activities
3. Attendance sheet for the training and for the supervision
4. Pre and posttest for the training and for the supervision
5. Satisfaction assessments for the training and for the supervision
6. Final report with feedback on training, supervision and recommendations

All training materials (PPT, manuals and handouts) should be in Arabic with a summary of content in English.

Reports, and results on pre and posttest and satisfaction assessments in English

### **4- Requested profile**

- **Mandatory:**
  - Minimum Diploma: Master in education or social work with at least 5 years of experience providing education or psychosocial activities
  - Experience in the humanitarian field, preferably in the MENA region
  - Knowledge of peace development and conflict resolution activities
  - Experience in delivering trainings
  - Arabic and English language skills mandatory
- **Desired:**
  - Ability to work in collaboration with public and associative actors
  - Familiarity with the North Africa context

### **5- Application process**



Applications must include:

- About the consultant:
  - A curriculum vitae (training, experience in the areas mentioned above, lists of key publications)
  - References
  - A cover letter
- A technical proposal:
  - Training content
  - Training agenda
  - Proposed methodology
- A financial proposal, including, a minimal, details of consultancy fees.

Please send all required documents before the deadline of **25<sup>th</sup> of December 2020** to the following email address: : [callfortender@libya.hi.org](mailto:callfortender@libya.hi.org) with email heading “SALAM-Training on Living Values”