

Terms of Reference

General Information

Position: Consultant to provide empowerment workshops for Sex workers movement in Morocco

Publishing Date: 25/10/2024
Deadline: 10/11/2025

Location: Morocco

Background :

The Middle East and North Africa Network of People Who Use Drugs (MENANPUD) : is a community network of people who use drugs (or have been using drugs) in the Middle East and North Africa (MENA) region.

MENANPUD is a regional network aiming to:

- Raise the voice of people who use or used drugs and enable them to defend their rights.
- Advocate for Harm Reduction services and spread awareness about related issues.
- Unify the efforts of People who use drugs in the Middle East and North Africa region and combat discrimination.

AKALIYAT : is an association that serves as an organization for the LGBTQI+ community, focusing on advocating for their rights, providing support, and fostering inclusivity within society. The organization's mission includes addressing challenges faced by LGBTQI+ individuals, particularly in contexts where they may encounter discrimination or lack of protection due to their sexual orientation or gender identity.

LIQAAT : is an organization dedicated to reviving Maghreb heritage through the concept of liberation within Maghreb popular culture, specifically centered around non-conformist, feminist queer figures. The idea of organizing this group was initiated by a team from the LGBTQ+ community who were engaged in activities supporting solidarity and mutual aid by reviving cultural heritage to create safe spaces.

"Liqat Group was officially founded in April 2018, following a year-long process of thoughtful planning, supportive activities, and idea-sharing sessions."

Summary of key tasks

MENANPUD, AKALIYAT, & LIQAAT is seeking a consultant to design and implement sensitivity training programs tailored specifically for feminist organizations operating in Morocco. These programs will focus on enhancing the understanding, empathy, and inclusivity of participants towards various gender identities, intersecting oppressions, and marginalized communities. The consultant will work on achieving the project's objectives through executing the below detailed duties and essential functions.

Duties and Essential functions

Work on achieving the activities Objectives:

- To strengthen the organizational capacity of sex workers' movements in Morocco
- To enhance the leadership skills and empowerment of these movements
- To build the advocacy capacity of sex workers' movements to effectively engage with stakeholders.
- To promote legal literacy and awareness among sex workers
- To foster peer support, networking, and solidarity among sex workers' organizations.

The above are achieved via the execution of the below duties and functions:

- Design a comprehensive capacity-building program tailored to the needs of sex workers' movements in Morocco.
- Develop training modules, manuals, case studies, and legal guides relevant to sex workers' rights, organizational development, advocacy, and leadership.
- Conduct a series of workshops, mentoring sessions, and peer exchanges, ensuring active participation and engagement.
- Coordinate and collaborate with partners to co-design and co-facilitate training programs using participatory and interactive methods.
- Develop and implement monitoring and evaluation tools to assess the impact and effectiveness of the capacity-building workshops.
- Collect and analyze feedback from participants and stakeholders to inform continuous improvement as part of the M&E framework.
- Promote legal literacy among sex workers regarding their rights, protections, safe & best practices and avenues for redress.
- Enhance the advocacy capacity of sex workers' movements to effectively and safely engage with stakeholders.
- Document the outcomes, lessons learned, and best practices from the training programs.
- Prepare comprehensive reports detailing the progress, outcomes, and impact of the capacity-building initiatives.
- Support project staff in securing and managing safe venues for conducting workshops, mentoring sessions, and networking events.
- Support in coordinating logistics to ensure smooth execution of all training activities.



- Foster peer support, networking, and solidarity among sex workers' organizations to promote collective action and mutual empowerment.
- Meet with implementing partners as required and needed.

Deliverables

- Developed and delivered comprehensive capacity-building program, including training modules, manuals, case studies, and legal guides.
- Conducted series of workshops, mentoring sessions, and peer exchanges, with detailed agendas, attendance records, and session summaries.
- Detailed evaluation reports for each workshop and mentoring session, documenting outcomes, participant feedback, and recommendations.
- Summarized feedback from workshop participants, trainers, and stakeholders.
- Documented framework and tools used for monitoring and evaluating the capacity-building initiatives.
- A final report summarizing all activities, outcomes, lessons learned, and recommendations for future initiatives.

COMPETENCIES

- Advanced University degree in Social Sciences or Psychology or Political sciences
- At least 4-7 or more years of progressively relevant experience in the context of developing countries.
- Experience on issues related to public health, human rights, harm reduction and People Who Use Drugs.
- Strong background and experience in sex workers' rights, advocacy, and organizational development.
- Proven experience in designing and delivering capacity-building programs and training workshops.
- Skilled in using participatory and interactive training methods.
- Excellent organizational and project management skills.
- Ability to coordinate multiple activities and stakeholders efficiently.
- High level of cultural sensitivity and empathy towards sex workers and their lived experiences.
- Ability to create a safe and inclusive learning environment.
- Connections with sex workers' organizations, human rights NGOs, and legal aid providers is a plus.
- Strong networking and relationship-building skills.
- Proficiency in developing and implementing monitoring and evaluation functions.
- Ability to analyze feedback and data to inform continuous improvement.



- Strong verbal and written communication skills.
- Ability to critically assess training needs and tailor programs accordingly.
- Experience in documenting project outcomes, lessons learned, and best practices.
- Ability to prepare comprehensive reports and knowledge-sharing materials.
- Ability to promote collective action and mutual empowerment within sex workers' organizations.

LANGUAGES

- Fluency in English, both written and spoken, is required.
- Proficiency in Arabic and in French is highly desirable.

How to Apply:

If interested, please submit a CV/Resume with a cover letter to smailhoriya@gmail.com & info@menahra.org. Please ensure that the subject of your email is **Consultant to provide empowerment workshops for Sex workers movement in Morocco** .

For further information, you may contact the MENAHRA offices at +961 1 493 211 or visit our website at www.menahra.org / www.akaliyat.org .

Kindly note that only short-listed candidates will be contacted.