



International Institute
for Nonviolent Action



Gender expertise services



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for Nonviolent Action



TERMS OF REFERENCE

Region: Middle East

Beneficiary Country: Palestine

Contract number: 2015/PRYC/002866

Project title: “Strengthen the role of the Palestinian civil society in promoting the political participation of women and the building, reinforcement and promoting the rule of law in Palestine”.

Within the framework of the Spanish Cooperation program, NOVACT is implementing the project with the following expected results:

- ER.1. Reinforced the skills of the Palestinian civil society and specifically feminist organizations for their participation in inclusive and multi-partnership for participatory design of public policies on women's political participation and democratic governance structures. Capacity building will be made through an innovative training program focused on the transmission: 1. Women's political participation and gender equality; 2. Gender mainstreaming in public policies; 3. Freedom of expression and IHL; 4. Documentation of violations of human rights and women's rights to identify key issues in order to develop proposals for strengthening public policies.
- ER.2 Two proposals made for consolidation of public policies focused on: 1. Improving women's political participation and their presence in decision-making positions in the governorates of Hebron, Nablus, Qalqilia and Jenin. The formulation of the proposed consolidation of public policies focused on improving the political participation of women will be done through the implementation of 14 workshops on participatory analysis about Palestinian laws from gender perspective and political mechanisms of women's participation and the work of four regional groups (Hebron, Nablus, Qalqilia and Jenin), responsible for the design of a local initiative to improve the political participation of women; 2. The improvement of the situation of the rule of law in Palestine, from HRD view. The formulation of the proposed consolidation of public policies focused on improving the rule of law in Palestine support in quantitative and qualitative data from a monitoring of violations of human rights as well as legal data collected by the legal team that will cover the defenders of human rights.
- ER.3. Increased awareness among right holders, duty bearers and civil society on women's political participation and democratic governance in Palestine through: 1) Advocacy in regional, national and international level; 2) awareness campaigns targeted to rights holders and duty bearers; 3) implementation of communication strategic about the proposals to consolidate public policies.

Project Implementation Period: 18 months – 1st November 2015 to 30th April 2017.

1. BACKGROUND

The project aims to contribute to strengthen the capacities of Palestinian civil society and specifically feminist and Human Rights organizations, to contribute to the processes of reflection, design, implementation and evaluation of public policies to promote gender equality and the rule of law in Palestine. This process will be done through: 1) capacity building of local actors, with special attention to feminist and Human Rights organizations in political participation of women and governance 2) participatory and inclusive design of proposals for policies; 3) advocacy and public awareness.

2. SERVICE CONTRACT OBJECTIVE'S AND ACTIVITIES

The service contract for gender expertise will start after the signature of the contract with the implementing NGO and last until the project finished (30th of April 2017) unless both parties agree on any modification that can include activities and outcomes aligned with the project goals and within the project implementation period. The geographical area of intervention of the service will be the West Bank, Palestine.

The main activities will be:

1. Training on **gender intra-organizational analyse in order to improve, if necessary, organizational practices in relation to the decision making process, consensus, the strengthening of inclusive and committed leadership and democratic participation.**
2. Training on **identification, realisation and evaluation of activities and projects with a gender perspective.** Most of the beneficiaries will be women from UPWC and related local committees.
3. **Research** and publication about the history of women's emancipation movement in Palestine through analyse of UPWC. Workshops will be held on feminist methodologies for the compilation and systematisation of historical sources of information. The results of the investigation will be part of the material for advocacy campaigns on women's political participation.
4. **UPWC interaction with Mediterranean and Latin American organizations through a network created in the year 2013 called "network to a life free of violence" in order to give support in the fight against violence towards women through the exchange of methodologies and best practices, strategies for action, mutual support against violations of Human Rights, sharing of strategies of advocacy in the legislation, creation of synergies.** In this network are participating organizations in

Morocco, Honduras, El Salvador, Guatemala and Spain.

3. OUTCOMES

The specific outcomes foreseen are:

- One document with the systematization of the training implemented to UPWC's team about gender intra-organizational pro-equity analysis. Systematization of practices, methodologies and tools for the improvement of organizational dynamics
- 25 women participate in the training about gender intra-organization pro-equity (list of participants).
- 25 women decision makers and leaders have participated in a specific training to incorporate democratic, participatory and horizontal practices, in its areas of work (women's committees, trade unions, political offices, militants and activists of UPWC). List of participants and report of the trainer.
- 25 women trained on project formulation and evaluation with gender perspective. List of participants and report of the trainer.
- 25 women will own the specific techniques in order to introduce the gender perspective in the projects of their organization. List of participants and report of the trainer.
- 15 women trained on feminist methodologies to research on the historical women movement of the UPWC. List of participants and report of the trainer.
- One publication on the history of the emancipatory movement of women in Palestine, through the analyse of the UPWC published and presented
- 100 people and organizations receive the publication on the history of the emancipatory movement of women in Palestine, through the analyse of the UPWC (report).
- At least one joint action of defense on gender based violence in the framework of the international network against gender-based violence (documentation of the action).
- UPWC has participated in 2 meetings to coordinate advocacy proposals for the improvement of the law on gender-based violence in each of the countries (minutes meetings).

4. METHODOLOGY

The contract will include all the cost related to the above-mentioned activities as:

- Gender expert fees.
- Transportation and per diems costs
- Communication, printing and material costs

5. REPORTING REQUIREMENTS

The consultant or organization will submit the following reports in English:

- Overall report of the activities with recommendations.
- One document with the systematization of the training implemented to UPWC's team about gender intra-organizational pro-equity analysis.
- List of participants and report of the trainer on each of the foreseen trainings.
- Document of systematization.
- One publication on the history of the emancipatory movement of women in Palestine, through the analyse of the UPWC published and presented.
- Documentation of the action and meetings on gender-based violence in the framework of the International network.

6. RESPONSIBILITIES AND ROLES

Of Nova:

- Coordinate with the local partners.
- Receipt, analysis and approval of the summaries and reports.
- Provide project information and documents to the consultant.

Of the organization or consultant:

- Sign the consulting contract.
- Coordinate through Nova, with the local partners in the West Bank, Palestine.
- Preparation and submission of summaries of the different reports with annexes relevant to the work, as well as additional information about the process.

7. THE EXPERTISE TEAM

The gender expertise services will include at least 2 experts with the following profiles and qualifications:

Common features:

- A solid experience and knowledge of gender issues.
- Experience in gender and political participation of women in Palestine.
- Experience in research about the history and genealogy of women's emancipation movements, from feminist methodologies.
- Experience with International networks on exchange of experiences, methodologies and good practices against gender-based violence.
- Full working knowledge of English and Arabic.

8. THE PROPOSAL SUBMISSION

The proposal must include:

- Experience of the institution or/and individuals in the field of work.
- CV of the specific experts and the coordination team.
- Work plan specifying timing of activities, outputs, methodology and theoretical framework.
- Budget.

The main criteria for the evaluation of the proposal will be:

- Experience in the related activities (15 points)
- Coherence and coordination mechanisms established for the development of the different activities according to the outputs (15 points)
- Sustainability (10 points)
- Budget (10 points)

The proposal must be submitted by email by the 10th of February 2016 to mar@novact.org with the subject “**TOR Gender OPT**” and a jury formed by the Regional coordinator, the Administrator and a member of the direction of NOVACT will evaluate the proposal received and will request some clarifications by the 16th of February 2016 and communicate the final decision by the 19th of February 2016.