

TERMS OF REFERENCE

Title: Gender Trainer Consultant – Erbil (short term consultancy)

Location: Erbil

Period: 1 Aug 2024- 1 Sep 2024

Reports to: PCS Manager – Country Office, Erbil – KRI, IRAQ

1. Background:

Women for Women International (WfWI) is dedicated to supporting women survivors of war and conflict. In our efforts to provide comprehensive support and empowerment, we recognize the critical importance of understanding gender roles, women's rights, and gender equality. Women for Women International (WfWI) is committed to continually building knowledge and skills to strengthen adaptation of Stronger Women Stronger Nations Program. As an organization, we understand the importance of gender equality, Social and Economic empowerment and ending poverty. This cannot be actualized without the right ingredients for gendered programs, addressing norms and practices that discriminate and prevent women from actualizing their potential. With the right staff capacity and skills, change in the areas indicated are possible as a step towards integrating a gender perspective into our daily work and fostering behavioral change, we seek a qualified Gender Trainer Consultant to conduct specialized training for our staff and vocational trainers in Iraq.

2. Overview of WfWI

Since 1993, WfWI has reached thousands and hundreds of marginalized women survivors of conflict in Afghanistan, Bosnia and Herzegovina, the DRC, Kosovo, Iraq, Nigeria, Rwanda, and South Sudan. We were founded on the belief that stronger women build stronger nations.

Through all our work, we aim to support progress in women's social and economic empowerment to enable women to earn and save money, develop health and well-being, influence decisions in their homes and communities, and create and connect to networks for support.

WfWI provides a 12-month social and economic empowerment program which combines awareness on women's rights, health, and connection to networks, along with practical and technical business and vocational support. WfWI also provides complementary programming to strengthen the core program's impacts in the community. The Social Empowerment curriculum is part of the Stronger Women Stronger Nations Women for Women International signature program that is delivered within a 12-month period.

3. Objective:

The objective of this consultancy is to strengthen the understanding and awareness of WfWI staff and vocational trainers on gender roles, women's rights, and gender equality. This will enable them to effectively integrate a gender perspective into their daily activities and interactions, thus contributing to the broader goal of women's empowerment.

4. Scope of Work:

The Gender Mainstreaming Trainer Consultant will be responsible for:

- 1- Developing comprehensive training materials focused on:

Gender Roles and Perceptions:

- Analyze global gender roles, societal influences, and challenge traditional norms through strategic interventions, focusing on cultural sensitivity.

Women's Rights:

- Provide an in-depth exploration of national and international legal frameworks, emphasizing practical applications and effectiveness in local contexts.

Women's Empowerment:

- Conceptually delve into the necessity and impact of empowerment, with a focus on practical strategies, leadership development, and overcoming cultural and societal barriers.

Intersectionality in Gender and Women's Rights:

- Address intersectional discrimination and empowerment through inclusive policies and best practices tailored to diverse identities.
- Training materials must be prepared in both English and Arabic.
 - 2- Conducting a 2-day training session for all WfWI staff of Iraq country office.
 - 3- Conducting a 1-day training session for vocational trainers of WFWI women centers.
 - 4- Utilizing interactive training methods to engage participants and facilitate learning, including:
 - Group discussions
 - Role-playing
 - Scenario analysis
 - Multimedia presentations
 - 5- Providing practical examples and case studies to illustrate key concepts.
 - 6- Developing and distributing training evaluation forms to gather feedback from participants.
 - 7- Preparing a final report summarizing the training outcomes, participant feedback, and recommendations for future training initiatives.

4. Deliverables:

- Detailed training agenda and materials in Arabic and English
- Training sessions conducted (2 days for staff, 1 day for vocational trainers).
- Evaluation forms and feedback from participants.
- Final report including training outcomes, participant feedback, and recommendations.
- implementation of pre- and post-tests.

5. Duration and Timeline:

The consultancy will span a period of one month including preparation, training delivery, and reporting. Key dates are as follows:

- First draft of training content: 6 August

- Final training materials: 11 August
- 2-day training for WfWI staff in Erbil: 12 and 13 August
- 1-day training for vocational trainers in Erbil: 25 or 26 August

6. Location:

The training sessions will be conducted at WfWI in Erbil.

7. Required Qualifications:

The ideal candidate will possess the following qualifications:

- Advanced degree in Gender Studies, Social Work, Human Rights, or a related field.
- Minimum of 7 years of experience in gender, women's rights, and GBV training.
- Proven experience in conducting GBV and gender equality training, including the development of training materials with accompanied short-term curriculum and appropriate content.
- Strong understanding of gender roles, women's rights, and gender equality issues.
- Excellent facilitation and communication skills.
- Experience working with NGOs and understanding of their operational contexts.
- Fluency in English, Arabic, and Kurdish.
- Ability to create engaging and interactive training materials.

8. Application Process:

Interested candidates should submit the following documents:

A cover letter outlining their relevant experience and approach to conducting the training.

A detailed CV.

A proposed work plan and budget.

9. Deadline for Applications:

All applications should be submitted by 27 July to -----

10. Evaluation and Selection:

Applications will be evaluated based on the following criteria:

- Relevant qualifications and experience.
- Quality and comprehensiveness of the proposed training plan.
- Demonstrated understanding of gender issues and training needs.
- Cost-effectiveness of the proposed budget.