

Title:	Consultant - Development of Gender Analysis in Iraq
Total number of consultants	1 (One) Whether a company or an individual
Country Program	Iraq Country Program
Proposed Dates	16 July- 11 September 2025
Duration	55 days

Organization Background

Founded in 1933, the International Rescue Committee (IRC) is one of the most prominent international organizations working in relief, rehabilitation, protection, post-conflict development, resettlement services, and advocacy for those uprooted or affected by violent conflict and oppression.

Throughout its experience in Iraq since 2003, the **Iraq Country Program (CP)**, focuses on providing humanitarian assistance, recovery, and resilience-building for conflict-affected populations across seven governorates. The IRC has developed solid expertise in protection programming, including the prevention of and response to violence against women and girls, protection and rule of law, child protection, governance, and economic recovery and development.

Additionally, the Iraqi program's commitment to UNSCR 1325 and the Women, Peace, and Security (WPS) agenda is reflected in its advocacy for women's meaningful participation in peace processes and community decision-making.

The program integrates humanitarian-peacebuilding-development (HPD) nexus approaches, emphasizing support for women, youth, children, internally displaced persons (IDPs), refugees, asylum seekers, returnees, and host communities. Its strategic priorities include durable solutions, development and systems strengthening, localization and partnerships, and evidence-based protection policy advocacy.

Key strategic priorities include:

- **Durable Solutions** to support sustainable integration or voluntary returns of IDPs, ensuring access to essential services and livelihood opportunities.
- **Development and Systems Strengthening** in collaboration with government actors to improve service delivery and build institutional capacity.
- **Localization and Partnerships** with local civil society organizations to deliver sustainable assistance and promote locally led solutions.

The integration of **gender analysis** into programming, decision-making, and policy advocacy is critical to identify the unique needs and challenges faced by women and girls, informing

gender-sensitive interventions and ensuring equitable access to services provided by the government duty bearers and local CSOs

Scope of work

Objective:

The Iraq CP seeks to hire a consultant to develop a gender analysis report that will serve as a handover document to the Iraqi government and other stakeholders. The report will provide practical insights and context-specific recommendations to support the integration of gender equality across policies, programs, and institutional practices focusing on 2025 data. The data analysis will answer key questions, such as:

1. What are the most significant gender disparities in Iraq, particularly in terms of access to resources, opportunities, and participation in decision-making processes, considering age, disability, and minorities?
2. What types of violence against women and girls have increased in your community?
3. What is the prevalence of gender-based violence in Iraq, and what existing preventive and responsive measures are in place?
4. What practical, context-specific recommendations can address these challenges and improve the safety and well-being of women and girls?
5. How can a gender-transformative approach effectively address emerging issues to enhance gender equality and empower women and marginalized groups within the context of IRC's programming and in alignment with its SAP?
6. Are there specific cultural or societal factors contributing to the persistence of gender-based violence?
7. What policy reforms can promote gender equality and resilience?
8. How can evidence-based recommendations support gender-transformative development strategies?

Methodology: To achieve findings on the Key Questions above, the Consultant is expected to oversight and manage a data collection process that captures both qualitative and quantitative insights such as:

- Conduct desk research and review existing literature, policies, and data.
- Design, develop tools, and implement participatory methods, including focus group discussions (FGDs), key informant interviews (KIIs), and surveys. The target should be no less than 300 persons, including (Technical experts, INGO, partners, IRC staff, community members, program clients,).
- Focus on specific programmatic areas (e.g., WPE, ERD, PROL, and CP) and cross-cutting themes (e.g., governance, climate change, social cohesion, PWD inclusion).
- Focus on Iraq in general and IRC program locations such as (Anbar, Mosul, Baghdad, Kirkuk, Najaf, and Salah aldien). IRC team and IRC partners could support with collecting data.

- Analyze intersectional dimensions of gender, including age, disability, displacement status, and socio-economic factors.
- Provide disaggregated data by sex, age, disability, and other relevant variables.

The consultant will compile the findings into **a comprehensive assessment report- in the English language** that includes findings, visual representations, and actionable recommendations.

Key Responsibilities:

1. Data Analysis:

- Design the tools and questionnaires which align with the key objectives
- Analyze qualitative and quantitative data collected through focus group discussions (FGDs) and individual interviews. The assessment will be conducted with at least 300 participants.
- Organize and process data, ensuring accuracy in interpretation and translation to English.
- Conduct thematic and content analysis to identify patterns, trends, and key narratives within qualitative visual data in charts.

2. Report Development:

- Develop one consolidated **Gender Analysis** report in English and Arabic.
- Ensure the report includes:
 - **Contextual Analysis**
 - Overview of gender norms, roles, and relations in Iraq.
 - Gender Dynamics in Iraq.
 - Legal and policy framework for gender equality (e.g., laws, national action plans).
 - **Programmatic Areas**
 - Gender-specific barriers and opportunities in program areas (e.g., WPE, ERD, PROL, governance).
 - Specific needs and priorities of marginalized groups (e.g., PWDs, youth, IDPs, returnees).
 - **Participation and Decision-Making**
 - Gender Roles and influence of women, men, boys, and girls in decision-making processes.
 - Barriers to women's meaningful participation in governance and leadership.
 - **Access and Control Over Resources**

- Access to services and resources: differences in access to resources, education, health services, and economic opportunities.
- Structural and institutional barriers affect resource control.
- **Protection and Safety**
 - Analysis of risks related to violence against women and girls.
 - Coping mechanisms and existing protection systems.
- **Intersectionality**
 - How gender intersects with other identities (e.g., age, disability, ethnicity).
- **Recommendations**
 - Practical, actionable suggestions that the government could consider in its efforts to promote gender equality across its operations.
 - Strategies for strengthening gender-responsive policies and practices.

3. **Collaboration:**

- Work closely with the IRC focal points.
- Incorporate feedback from the IRC to refine the report.

Timeline:

Item	Timeframe
Desk Review	15 July 2025
Inception Report	20 July 2025
Data Collection Begins	23 July 2025
Data Collection Ends	13 August 2025
First Draft Report Submission	21 August 2025
Preliminary Findings Presentation	28 August 2025
IRC and Partner Review of Report	1 September 2025

Second Draft Report Submission (If needed)	4 September 2025
IRC Review of Report	7 September 2025
Final Report and presentation Submission	9 September 2025
Validation session	11 September 2025

Ethics/protection:

The consultant is requested to include a section on research ethical considerations in the inception report which elaborates on protection issues and other ethical concerns.

The consultant should take all reasonable steps to ensure that the analysis is designed and conducted to respect and protect the rights and welfare of people participating in this assessment, and to ensure that the analysis is technically accurate, reliable, and legitimate, conducted in a transparent and impartial manner, and contributes to organizational learning and accountability.

The Consultant/ company should also adhere to the IRC safeguarding policy and protection standards to ensure the Do No Harm principle to the community and the people who are part of the exercise are in place.

Treatment of information:

All data and information received for the purpose of this assignment are to be treated confidentially and are only to be used in connection with the execution of these terms of reference. All intellectual property rights arising from the execution of these terms of reference are assigned to the IRC. The contents of written material obtained and used in this assignment may not be disclosed to any third parties. No data should stay with the consultant following the approved end of the assignment.

Qualification:

1. A relevant degree with a minimum of 5 years of experience in fields related to gender studies, social sciences, or similar areas.
2. Experience working in Iraq or similar contexts, with a strong understanding of local gender dynamics.
3. Demonstrated experience in conducting gender analyses, with excellent communication skills in English and Arabi and Kurdish.
4. Demonstrated ability to produce high-quality analytical documents on gender-related issues.
5. Excellent data analysis skills and ability to articulate the linkage between findings, analysis, and program recommendations.

6. Proven experience and track record of timely and high-quality completion of assignments
7. High level of organization and time management, as well as an ability to learn quickly and produce high quality work under tight deadlines.

Evaluation Criteria for Supplier Selection:

The project team has established four key evaluation criteria to determine the winning supplier, based on the highest total score achieved. Suppliers will be assessed on the following components:

Financial Proposal (30%)

Suppliers will be evaluated based on their pricing, with the lowest price serving as the benchmark for scoring.

Past Experience (20%)

Suppliers are required to submit evidence of relevant experience, such as contracts or purchase orders, particularly with INGOs/NGOs for similar services. This documentation will be used to assess their background and reliability.

Technical Proposal (40%)

Suppliers must submit a technical proposal (maximum five pages) outlining their approach to delivering high-quality services. This should include the best practices proposed schedule/timetable, Detailed topics, and modules,

Payment Terms and Method (10%)

Full points will be awarded to suppliers who accept payment via cheque or bank transfer, with a payment term of 30 days.

Required documents to be submitted:

For companies:

- 1- Business registration and latest tax clearance.
- 2- Technical proposal (not more than six pages), including technical and best practice ideas for delivering the work to the highest standard and within the timeframe, team structure and CV/resume of team members who carry out the analysis.
- 3- To provide Examples of previous consultancy products experience based on CV / profile (preferably for the gender analysis e.g. previous assessments, strategies, evaluations etc) and familiarity with the Iraq context (experience working in Iraq preferable) plus the team structure.
- 4- Submit a detailed financial proposal, including a breakdown of costs.
- 5- Clearly specify your payment terms(the Purchaser payment terms are to pay within 30 calendar days of acceptance of services) and preferred method of payment (check, bank transfer or cash).

For individuals:

- 1- Technical proposal (not more than six pages), including technical and best practice ideas for delivering the work to the highest standard and within the timeframe, team structure and CV/resume.
- 2- To provide Examples of previous consultancy products experience based on CV / profile (preferably for the gender analysis e.g. previous assessments, strategies, evaluations etc. and familiarity with the Iraq context (experience working in Iraq preferable) plus the team structure.
- 3- Submit a detailed financial proposal, including a breakdown of costs.
- 4- Clearly specify your payment terms(the Purchaser payment terms are to pay within 30 calendar days of acceptance of services) and preferred method of payment (check, bank transfer or cash).