

Terms of reference (ToR)
Consultancy for Training on Women’s Participation, Security and Climate Change
Ministry of Labour and Social Affairs (MoLSA), Iraq

1. Context

The assignment takes place in the framework of the following project

Summary of the project:	
Name of the lead implementing organisation:	Elbarlament e.V.
Project title:	Women Taking the Lead
Project location:	Iraq
Beneficiaries:	20 staff members from the Ministry of Labour and Social Affairs (MoLSA), including representatives from Legal, Planning and Research, Occupational Health and Safety, Labour and Social Security, and Vocational Training departments.
Project duration:	01.10.2024 – 31.03.2026
Donor:	GIZ

Elbarlament is a peacebuilding and democracy support organisation, with a special focus on empowering women and youth. We follow a unique approach that integrates conflict sensitivity, cultural awareness and intersectionality.

Elbarlament cooperates with parliaments, governments, civil society actors and international institutions, implementing projects and delivering consulting services in German, English, French and Arabic. Our international and multilingual team is based in Berlin, Cologne and Erbil (Iraq).

We believe in the transformative power of culture and the arts as well as inclusive dialogue, especially in contexts of state fragility. Through our work we aim to:

- Promote peaceful coexistence between all groups in society
- Foster democratic norms and practices
- Support dialogue between civil society and political decision makers
- Increase environmental awareness and contribute to mitigating climate change-related conflicts

We follow an integrated approach in supporting locally-owned reform agendas, combining arts-based tools for peacebuilding and civic education with more classical tools like technical assistance.

1. Background:

The "Women Taking the Lead" project aims to strengthen the capacity of public institutions in Iraq to implement the Women, Peace, and Security (WPS) agenda, focusing on the integration of policies responsive to the perspectives of women and men with regard to peacebuilding and governance. In a context where Iraq faces political instability, security threats, and the adverse effects of climate change, it is essential to empower women and promote their participation in decision-making processes.

This project aims to support the Ministry of Labour and Social Affairs (MoLSA) in fostering inclusive leadership and advancing policies that address the complex interplay between climate change, security, and societal roles of men and women.

The Ministry of Labour and Social Affairs (MoLSA) plays a critical role in implementing Iraq's National Action Plan (INAP II) for UN Security Council Resolution 1325 on Women, Peace and Security and has identified opportunities to integrate inclusive and transformative policies at various administrative levels. This training is designed to deepen the capacity of MoLSA staff to capitalise effectively on these opportunities, enabling them to craft and implement localized, actionable plans.

Building on these opportunities, MoLSA has a crucial role in integrating Policies that address the specific needs of women and men within the climate-security nexus. There is a need for comprehensive capacity-building for ministry staff to enhance their understanding and action on the policies that address the specific needs of women and men within the climate-security nexus. As part of this effort, a three-day training program will be conducted in January 2024 for 20 participants from MoLSA , utilising elements from an existing Training of Trainers (ToT) manual.

The manual was designed to provide training and capacity-building for employees in Iraq's Ministries of Defense, Interior, Justice, Labor, and Social Affairs. It focuses on implementing training related to women, peace and security, guided by the principles of UN Security Council Resolution 1325. The manual is divided into two parts: the first part aims to provide skills on UNSCR 1325 training within the ministerial framework and the UNSCR 1325-focused Iraqi National Action Plan (INAP) while the second focuses on coordination and shared resources across the ministries for effective UNSCR 1325 implementation in Iraq. It includes practical information, creative teaching methods, interactive tools (e.g., tests, exercises), and multimedia resources to promote equality between women and men in the training framework. The manual has been designed to support inter-ministry cooperation in implementing Iraq's second INAP on

UNSCR 1325. Developed in collaboration with human rights expert Dr. Kholoud Al-Khatib, it was part of the "Women Talking Peace" project, funded by GIZ on behalf of the German government.

2. Objective

The objective of this consultancy is to provide a three-day training for MoLSA staff on Policies that address the specific needs of women and men within the climate-security nexus. In Iraq. The training will:

- Equip MoLSA staff with the knowledge and skills to address the nexus of climate change, security, and inclusive governance.
- Guide participants in embedding inclusive policies within Labour and Social Affairs sectors.
- Support MoLSA in fostering an environment sensitive to the unique challenges for women and men posed by climate change and security, with a focus on local-level implementation.
- Increase awareness, strengthen inter-ministerial collaboration, and foster support for women's leadership in decision-making roles

The training will emphasize practical tools and methodologies, including:

- Participation in legal, political, and societal spheres, highlighting their intersection with climate and security.
- Collaboration across departments and with civil society actors.

3. Scope of Work

The consultant will be responsible for:

- Designing a three-day training agenda tailored to the needs of MoLSA staff, focusing on policies and actions that are responsive to the needs of women and men. climate, and security issues.
- Incorporating content from the existing ToT manual to reinforce learning objectives and methodologies.
- Delivering interactive sessions , group discussions, and practical exercises.
- Providing insights in international best practices and relevant frameworks, such as UNSCR 1325 and Iraq's National Action Plan (INAP II).
- Assessing participants' pre- and post-training knowledge to measure the training's effectiveness.
- The training should be delivered in Arabic.

4. Deliverables

The consultant will deliver:

- 1. Design and Develop Training Content**

- Conduct a needs assessment to tailor training materials specifically for MoLSA staff, aligning with *Women, Peace, and Security* (WPS) and Iraqi National Action Plan (INAP) objectives.
 - Develop a curriculum covering policies that address the specific needs of women and men within the climate-security nexus and security topics, including foundational knowledge on UNSCR 1325, climate impacts on women and men, and security-related climate risks.
2. **Deliver Training Workshops**
- Lead training sessions, workshops, and interactive learning modules on topics such as the equality-climate-security nexus, equality-sensitive policy implementation, and climate crisis response strategies.
 - Facilitate group discussions, case studies, and scenario-based exercises to enhance practical understanding among participants.
3. **Capacity Building Through Train-the-Trainer (ToT) Approach**
- Select group of participants to serve as in-house trainers, who will be participating in an Inter-ministerial ToT training on WPS agenda at a later stage.
4. **Monitoring, Evaluation, and Reporting:**
- Develop and apply pre- and post-training assessments to gauge the impact and knowledge acquisition among participants.
 - Compile a comprehensive training report, including feedback analysis, key takeaways, and recommendations for further capacity-building activities within the MoLSA.

5. Timeline

- **Start Date:** 5 January 2025
Training materials must be provided three weeks before the suggested date of the training.
- **Training Dates:** 18-20 January 2025
- **Final Report Submission:** By 28 February 2025

6. Qualifications

The ideal consultant should have:

- Advanced degree in Environmental Science, Equality between women and men Studies, International Relations, Peace and Security, or a related field.
- Proven experience in designing and delivering training on policies responsive to the needs of women and men and climate issues, with a strong focus on security implications.
- Expertise with the Women, Peace, and Security (WPS) agenda, UNSCR 1325, INAP and climate policies specific to Iraq and the MENA region.
- Demonstrated experience with Train-the-Trainer (ToT) methodologies.
- Expertise in delivering capacity-building programs for public institutions.
- Strong facilitation, communication, and intercultural skills.
- Experience working in Iraq or the Middle East region would be an advantage.
- Excellent facilitation and communication skills in Arabic.

7. Reporting

The consultant will report to Elbarlament e.V. and collaborate with project coordinators to align the training with project objectives.

8. Proposal Submission

Interested individuals or organizations should submit a detailed proposal including:

- An updated CV including relevant experience and qualifications.
- Approach and methodology for developing the training.
- Financial proposal, including consultancy fees and any additional costs (Travel costs will be covered by elbarlament).
- Interested applicants are encouraged to send their questions directly to dabbagh@elbarlament.org the womentakingthelead@elbarlament.org. All submitted questions will be compiled, and an online meeting will be scheduled to address them to the applicants.

9. Submission Deadline

Proposals should be submitted by **27 December 2024**. Kindly ensure that the email subject line includes **'MoLSA Women's Participation, Security, and Climate Nexus'** for proper identification and processing.

10. Contact

For inquiries and submission of proposals, please contact Hanin Dabbagh at dabbagh@elbarlament.org and Womentakingthelead@elbarlament.org.