

Terms of reference (ToR)
Consultancy for Training on WPS,, Security and Climate Change
Ministry of Defence, 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 participants from the Ministry of Defence
Project duration:	01.10.2024 – 31.03.2026

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 needs of women and men perspectives into 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.

As part of the project, a three-day training will be conducted for Ministry of Defence (MoD) staff from governorate and provincial levels. The training will cover topics on women's participation in legal, political, and societal aspects, with a special focus on how climate change intersects with security challenges. The training will utilize an existing Training of Trainers (ToT) manual to ensure consistency in content delivery.

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's peace and security, guided by the principles of UN Security Council Resolution 1325. The manual is divided into two parts: the first addresses training on relevant issues, while the second focuses on coordination and shared resources across the ministries. It also includes practical information, creative teaching methods, interactive tools (e.g., tests, exercises), and multimedia resources to promote Policies responsive to the needs of women and men equality. The manual also supports cooperation and the implementation of Iraq's Second National Action Plan on Policies responsive to the needs of women and men equality. 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 program for MoD staff on integrating the Women, Peace, and Security (WPS) agenda within the ministry's work. The training will cover the following topics:

- **Raise awareness of the importance of women's participation** in decision-making roles within the MoD, addressing the need for greater acceptance of women in leadership positions, including within army staff. This will include sharing successful examples from other countries that highlight the benefits of women's leadership in defense.
- **Enhance practical skills** in monitoring, policy development, and inter-ministerial coordination, enabling staff to more effectively support actions responsive to the needs of women and men-responsive climate actions.
- **Utilise the existing Training of Trainers (ToT) manual** to ensure consistency in content delivery and adherence to capacity-building methodologies. Key sections of the

manual, Part A, will be incorporated to deepen understanding and provide a structured approach.

- **Emphasise women's participation** at legal, political, and societal levels, illustrating the intersections of climate change, security, and Policies responsive to the needs of women and men equality.
- **Provide knowledge on UNSCR 1325 and the Iraqi National Action Plan (INAP)**, particularly focusing on their relevance to the Policies responsive to the needs of women and men, climate, and security nexus. The training will include developing actionable plans to implement INAP within the Ministry.
- **Promote inclusive policy-making** by encouraging collaboration with women-led civil society organisations (CSOs) to support the Women, Peace, and Security (WPS) agenda.

3. Scope of Work

The consultant will be responsible for:

- Designing a three-day training agenda focused on women's participation, climate change, and security.
- Incorporating content from Part A of the ToT manual to reinforce key concepts.
- Delivering interactive sessions, including case studies, group discussions, and practical exercises.
- Sharing 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 impact of the training.

4. Deliverables

The consultant will deliver:

- A detailed training agenda and content outline.
- Facilitate and Deliver Training Workshop and Lead sessions on thematic topics mentioned in the ToR.
- PowerPoint presentations, case studies, and training materials for the three-day program.
- A final report summarizing the training outcomes, participant feedback, and recommendations for future capacity-building initiatives.

5. Timeline

The consultancy will begin in the Third week of June , with the training to be conducted within the same month. The final report should be submitted within two weeks following the training.

6. Qualifications

The ideal consultant should have:

- Significant experience in policies responsive to the needs of women and men and security training particularly in the MENA region. Knowledge in climate change is highly preferable.
- Expertise in delivering training programs for government or military staff.
- Familiarity with Iraq's WPS agenda, UNSCR 1325, and Policies responsive to the needs of women and men-sensitive approaches.
- Strong facilitation and communication skills in Arabic
- Experience working in Iraq or the Middle East region would be an advantage.

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 overview of relevant experience and qualifications.
- Approach and methodology for delivering the training.
- Estimated timeline and budget and any additional costs (Travel costs will be covered by elbarlament).

9. Submission Deadline

Proposals should be submitted by 03.06.2025. Please make sure to include: **Consultancy for Training on Women's Participation, Security and Climate Change Ministry of Defence, Iraq in the email title.** Interested applicants are encouraged to send their questions directly to the womentakingthelead@elbarlament.org. All submitted questions will be compiled, and an online meeting will be scheduled to address them to the applicants.

10. Contact

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