

## Terms of reference (ToR)

### Consultancy for Training on WPS and Climate

#### 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:	The training is designed for 30 participants who are members of CSOs working on climate and WPS and activists and environmental practitioners from Iraq and MENA
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 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.

The **Women Taking the Lead** project builds on the achievements of the "Women Talking Peace" initiative, targeting the intersection of **policies responsive to the needs of women and men, climate, and security** to address key issues affecting women in the MENA region. Through this project, the Environmental Justice Group (EJG) and MENA Feminist Task Force (FTF) seek to deepen their influence in shaping policies on climate justice, women's rights, and peacebuilding. The EJG and FTF, which represent over 180 feminists and activists across the MENA region, Focus on challenging societal norms and stereotypes related to roles and identities, advocating for women-specific climate goals, and raising awareness on the disproportionate impact of climate change on women, especially in agricultural areas.

## 2. Objective

The trainer aims to design and deliver a month-long training program to:

1. Enhance participants' understanding of the WPS and climate nexus.
2. Equip participants with skills in networking, advocacy, proposal writing, and climate research.
3. Strengthen capacities in data analysis and documentation using tools such as SPSS.
4. Facilitate knowledge sharing and regional collaboration among participants.

## 3. Scope of Work

The consultant will:

- Design a training program consisting of eight or ten interactive online sessions (2.5 hours each, twice weekly over one month).
- Develop and deliver training materials tailored to the needs of EJG, FTF and other CSO members.
- Facilitate sessions on key topics, including networking, advocacy, WPS-climate linkages, proposal writing, research, and data analysis.
- Include interactive methodologies such as case studies, group work, and role-playing to engage participants.
- Conduct pre- and post-training assessments to measure knowledge and skill development.
- Provide a final report summarizing outcomes, participant feedback, and recommendations for future capacity building.

#### **4. Deliverables**

The consultant will deliver:

##### **Training Materials:**

- Curriculum and session plans covering the key topics.
- Supporting resources such as guides, templates, and research toolkits.

##### **Training Delivery:**

- Facilitation of eight sessions using interactive methods and tools.
- Homework-based assignments to enhance practical learning.

##### **Assessment and Reporting:**

- Pre- and post-training knowledge assessments.
- Final report detailing training outcomes, participant feedback, and recommendations.

#### **5. Timeline**

The consultancy will begin in mid August 2025, 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:

- Proven expertise in WPS, climate action, and security-related training, particularly in the MENA region.
- Strong facilitation and communication skills, with the ability to deliver training in Arabic.

- Familiarity with SPSS and other tools for climate data analysis.
- Experience in designing and delivering online interactive training programs.
- 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 27.07.2025 Interested applicants are encouraged to send their questions directly to:

[dabbagh@elbarlament.org](mailto:dabbagh@elbarlament.org) and [womentakingthelead@elbarlament.org](mailto: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](mailto:dabbagh@elbarlament.org) and [womentakingthelead@elbarlament.org](mailto:womentakingthelead@elbarlament.org)