

**Terms of reference (ToR)**  
**Consultancy for Training on Women’s Participation, Security and  
Climate Change**  
**Ministry of Higher Education and Scientific Research, Iraq**

**1. About elbarlament**

Elbarlament is a peacebuilding and democracy support organisation focused on empowering women and youth. Its work centres on three thematic areas: Inclusive Political Participation; Women, Peace and Security (WPS); and the Gender–Climate–Security nexus. Through its projects, elbarlament supports public institutions and civil society actors in promoting peaceful coexistence, strengthening democratic practices, and developing integrated responses to climate-related challenges.

**2. Background**

As part of the project, basic and advanced training will be conducted for Ministry of Higher Education and Scientific Research (MoHE) staff. The training will enhance participants’ knowledge on UNSCR 1325 and the National Action Plan to implement UNSCR 1325 in the Iraqi Ministry of Higher Education. It will further equip participants with relevant skills and competencies in order to be able to pursue and implement policies that support equality between men and women within the sector of Higher Education and Scientific Research in Iraq with special focus on the impact of climate on women in Iraq within the Women, Peace, Security agenda.

### 3. Objective

The objective of this consultancy is to design and deliver a **two-part training programme** for staff of the Ministry of Higher Education and Scientific Research on women's participation, security, and climate change within the framework of the Women, Peace and Security agenda.

The training will consist of two separate workshops:

- **Workshop 1: Basic Level (Awareness Raising)**

This workshop will be designed for participants with limited or introductory exposure to WPS-related concepts. It will focus on:

- Introducing the Women, Peace and Security agenda and UNSCR 1325 Raising awareness on the importance of women's participation in higher education leadership and decision-making
- Exploring how gender, education, security, and climate change are connected in the Iraqi context
- Reflecting on common institutional and social barriers facing women in academia and public institutions
- Providing a general overview of Iraq's National Action Plan (INAP III)

- **Workshop 2: Advanced Level (In-depth Institutional Focus)**

This workshop will be designed for participants with prior knowledge or responsibilities related to policy, planning, or institutional coordination. It will focus on:

- The application of WPS principles within higher education governance and administration
- Strengthening practical skills in policy development, institutional coordination, and monitoring
- Supporting participants to develop concrete ideas for integrating INAP III within MoHESR structures
- Sharing relevant international examples of gender-responsive higher education systems
- Strengthening cooperation with women-led civil society organizations and research actors
- Working on practical approaches to making institutional planning more gender- and conflict-sensitive, including climate-related considerations

Both workshops will be designed to complement each other: the first builds awareness and shared understanding, while the second focuses on practical application within the ministry's structures and responsibilities.

#### 4. Scope of Work

The consultant will be responsible for:

- Designing two agendas tailored for ministerial employees participating in a basic and an advanced workshop.
- Adapting and using relevant sections of the existing ministerial ToT manual (Part A and selected tools).
- Delivering interactive and participatory training sessions for basic and advanced training over 6 days.
- Using case studies, group discussions, and practical exercises adapted to the ministry's context.
- Integrating UNSCR 1325, INAP III, and climate-security linkages into the content.
- Conducting pre- and post-training assessments for both workshops to measure learning progress.
- Delivering a final report including key outcomes, participant feedback, and recommendations for future capacity-building within the ministry.

#### 5. Timeline

The consultancy is expected to begin on **3 July 2026**. The two workshops will be delivered separately on agreed dates in Baghdad, Iraq. The concrete date of workshop delivery has yet to be defined (July/August 2026).

The final report will be submitted within **two weeks after the completion of the second workshop**.

#### 6. Qualifications

The consultant should have:

- Strong experience in Women, Peace and Security (WPS) and gender mainstreaming
- Proven experience delivering trainings for government institutions or higher education actors
- Solid understanding of UNSCR 1325 and Iraq's National Action Plan (INAP III)
- Familiarity with climate change and its links to security and governance (strong advantage)
- Experience working in Iraq or the wider MENA region (preferred)
- Strong facilitation skills in Arabic (required)
- Ability to deliver participatory, engaging, and context-sensitive training sessions

## 7. Reporting

The consultant will report to elbarlament e.V. and coordinate closely with the project team to ensure alignment with project objectives and methodology. The final narrative report must be submitted within two weeks after completion of the training programme.

## 8. Proposal Submission

Interested applicants are requested to submit:

- A short overview of relevant experience
- A proposed approach and methodology for both workshops
- A draft timeline and budget (travel costs covered separately by elbarlament)
- Any relevant examples of similar assignments

## 9. Submission Deadline

Proposals should be submitted by **30.06.2026**.

Please include the following in the email subject line:

**Consultancy for Training on Women's Participation, Security and Climate Change  
– Ministry of Higher Education and Scientific Research Iraq**

## **10. Contact**

For inquiries and submission of proposals, please contact Rouaa Alamin at [alamin@elbarlament.org](mailto:alamin@elbarlament.org)