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## **Terms of Reference**

### **Gender Consultant**

*AJIR + (Appui à Jérusalem-Est pour son Identité et sa Résilience – Phase additionnelle)*

**“East Jerusalem Identity and Resilience Support Program AJIR+”**

**Reference No.: 162/AFD-9/2024**

## **1. Background**

### **1.1 The NGO Development Center (NDC)**

NDC is a non-profit non-governmental organization established in response to the need of having a sustainable Palestinian mechanism for providing support to the NGOs sector. Through providing technical and financial support, NDC works on developing the capacities of Palestinian NGOs in providing quality services, especially to the poor and the marginalized, on enhancing their self-reliance, and on empowering them to be more sustainable. At the same time, NDC contributes towards the development of the NGOs sector as a whole by facilitating sharing and exchange of information and experience, by supporting research and policy development, and by strengthening NGOs relationships with development partners.

NDC is the first professional organization of its kind, created and led by Palestinians, focusing on strengthening NGOs, facilitating the development of an active and vibrant NGO sector in Palestine and encouraging wider partnerships and cooperation among and between the different development actors and supporting research and policy formulations for the NGO sector.

Since its establishment, NDC has increased its scope of work and project intervention to manage various granting schemes and programs elaborated in collaboration with the different NDC’s donors that combine urgently needed funding with sector development initiatives. Its programs work indeed on three tracks: grant-making, sector development and capacity building.

### **1.2 The AJIR Programme**

East Jerusalem’s geographic and administrative isolation as well as the economic and social hardships faced by its residents justify supporting their access to essential services, in first place education, infrastructure and economic opportunities. Civil society organizations are an essential component of the solidarity chain in the occupied East Jerusalem.

The AJIR programme, approved in 2020, (Appui à Jérusalem-Est pour son Identité et sa Résilience) is a 100% social link project: it aims at consolidating social cohesion between populations and territories through support to youth and vulnerable communities.

This project is an additional phase of the Support for East Jerusalem's Identity and Resilience (AJIR) programme, approved in 2020, with the same objectives: to improve access to education and services for the Palestinians of East Jerusalem, particularly the most vulnerable. Twenty projects have been funded under AJIR (8 under the "infrastructure" pillar; 12 under the "access to services" pillar). The scale of the

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needs, the requests from NGOs providing essential services, the renewed political interest of the Consulate General of France, the quality of the partnership with NGO Development Center and the new ambitions in terms of taking gender into account and the inclusion of very small structures, are all reasons why the AJIR programme has been so successful.

**A maximum of 8 million Euros** has been allocated to financing AJIR+ programme which is structured under the form of calls for proposals addressed to the Palestinian civil society in East Jerusalem. The NGO Development Center has been entrusted by AFD with the management of AJIR+ including the calls for proposals.

**AJIR's primary objective** is to support the resilience of Palestinians in East Jerusalem. This second phase of the East Jerusalem Identity and Resilience Support Program (AJIR+), targets the following objectives: (i) improving educational, cultural and youth opportunities, (ii) supporting vulnerable populations, in particular women in their access to essential services, and (iii) civil society capacity building. As cross-cutting issues, gender inequalities and environmental challenges will be addressed throughout these three pillars.

**Pillar I: Large infrastructure investments targeting education, culture and youth**

Designed with the overarching goal of contributing to the full emancipation of Palestinian youth, the first call for proposals aims at providing funding to finance construction or renovation works in order to remove material constraints which prevent the development of quality education and cultural provisions and infrastructures (lack of classrooms, poor premises conditions, etc.).

**Pillar II: Service-based initiatives for vulnerable populations**

Designed to meeting the needs of vulnerable populations through fair and equal access to social and local services, Pillar II will be dedicated to providing social and legal services to vulnerable populations in order to improve their living conditions. A strong emphasis will thus be placed on social inclusion and professional integration or reintegration of marginalized populations (women, the elderly, people with disabilities, people exposed to violence, etc.).

**Pillar III: Technical Assistance**

Pillar III aims to foster civil society organizations capacity building, thereby strengthening their role in the implementation of new governance models. NDC will provide targeted technical assistance and capacity building to improve the management skills of the selected CSOs and ensure compliance with the Project implementation guidelines and procedures, aiming at improving CSOs governance, accountability and sustainability.

NDC will facilitate peer learning, coordination and collaboration among CSOs operating in the same sector or location, and information sharing and knowledge exchange.

**1.2.1 Programme Geographic Scope of Intervention**

East Jerusalem: Defined by the 1949 Armistice Line (Green Line), the West Bank Barrier and Jerusalem municipal boundaries, with the inclusion of enclaves that are either:

- Excluded by the West Bank barrier but included within the Jerusalem municipal boundaries: Kufur Aqab, Qalandya Camp, etc.
- Or conversely, enclaves that are outside Jerusalem municipal boundaries but included by the West Bank Barrier: Zaytoun, etc.

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### **1.2.2 The Focus on Gender**

AJIR+ has a new ambition of taking gender into account. While the focus on gender is not a primary objective for Pillar II, CSOs are encouraged to take into consideration the inclusion of a gender approach in the planning, design, and implementation and targeting of their subprojects. In the preselection of subprojects under Pillar II, preference will be given to CSOs who include a gender approach in the subprojects.

NDC has recently completed a “Social and Gender Equality Assessment” in East Jerusalem, which aims to enhance the awareness and integration of gender needs among Civil Society Organizations (CSOs) submitting project proposals to the NDC. The study’s main goal is to come up with recommendations to improve the call for proposals for Pillar II of the AJIR+, making CSOs more aware of gender needs and gaps (annex 1).

In East Jerusalem, CSOs/CSOs are integral to addressing gender-based issues and promoting women's empowerment, amidst the complex socio-political landscape. These organizations play a crucial role in advocating for women's rights and raising awareness about gender inequality. Through their efforts, they help to challenge and change the societal norms and legal frameworks that traditionally disadvantage women.

As part of AJIR+, NDC has committed to a gender action plan agreed upon with AFD, which commits to implementing strategies that promote gender equality and empower women in East Jerusalem. This integrated approach aims to foster a more inclusive and equitable environment, addressing the specific challenges faced by women.

## **2. Objective of the Assignment**

The main objective of this assignment is to ensure the adequate integration of a gender approach in the preselection of subprojects by raising awareness on gender inequalities and supporting the selected CSOs in adapting their approaches during the implementation phase. An integral part of the assignment will be providing tailored technical assistance and capacity building sessions to support the CSOs in their targeting and monitoring and the documentation of impacts and results.

## **3. Scope of Work**

In order to achieve the objective of the assignment, the consultant shall work closely with the NDC team as well as with the concerned partner CSOs. Specifically, the consultant is required to accomplish the following tasks in close coordination with AJIR team at NDC:

	<b>Task</b>	<b>Chronology</b>	<b>Indicators</b>
<b>Objective 1: Promote gender inclusion in sub-projects selected under Components 1 and 2</b>			
<b>1.1</b>	Review the “Social and Gender Equality Assessment” study and reflect its recommendations in Pillar II application package (application and guidelines)	Upstream of calls for projects	TORs of calls for projects amended and validated by AFD
<b>1.2</b>	Evaluate and select the sub-projects submitted with regard to the gender dimension	Year 1 and 2	Develop selection criteria to favour projects with a gender dimension
<b>1.3</b>	Define gender sensitive indicators integrated into sub-projects to facilitate monitoring and evaluation of the AJIR+ programme	Year 1 and 2	Validation of indicators and reporting
<b>Objective 2: Raise awareness of gender inequalities and build the capacity of partners on gender under Pillar III</b>			
<b>2.1</b>	Assess the knowledge of project management and the CSOs who benefit from the programme in terms of gender	Year 1	Diagnostic Report Completed
<b>2.2</b>	Develop training based on CSO knowledge and needs	Year 1	Preparation of a syllabus by category
<b>2.3</b>	Capacity building sessions for CSOs	Throughout the program	Number of courses provided Number of people/CSOs trained
<b>2.4</b>	Support CSOs in their monitoring and evaluation to better take into account the gender effects of sub-projects	Throughout the program	Logical frameworks and appropriate indicators Beneficiary surveys
<b>2.5</b>	Evaluate the capacity building activities and elaborate with recommendations	At the end of the programme	Report completed and submitted to the project manager and AFD

#### **4. Consultant’s Reporting Obligations**

The Consultant shall submit to NDC:

##### **A. Promotion of gender inclusion in the pre-selection of sub-projects:**

1. Updated application package (application and guidelines) based on the recommendations of the assessment study (Annex 1).
2. A checklist on gender equality to guide the preparation of calls for proposals
3. Preferential selection criteria of submitted subprojects.
4. Subprojects proposals evaluation in line with the preferential selection criteria

##### **B. Raise Awareness of gender inequalities and capacity building**

5. Gender capacity building action plan and training materials based on CSOs’ capacity needs assessment.
6. Field visit reports, using gender checklists, and specific reports for each sub-project as needed
7. Two semi-annual progress reports based on approved work plans.
8. A completion (final) report including an evaluation of the capacity building activities with recommendations.

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## 5. Assignment Duration and Level of Effort

This is a long-term assignment. The assignment will commence on the date of signing the contract with the Consultant and will extend over the AJIR+ implementation period, until December 1, 2027, which is the Technical Completion Date.

The total level of efforts is estimated at **75 days**. The estimated number of days annually are presented in the table below:

# of days per year			
2024	2025	2026	2027
20	30	20	5

## 6. Type of Contract

NDC will sign with the consultant a time-based contract. The consultant will be compensated against timesheets and deliverables mentioned above.

## 7. Required Qualifications

In order to accomplish the objective of the assignment and the scope of work, a consultant is required with the following qualifications and competences:

- a) Advanced degree in gender, women's studies, social sciences, international development, international relations or other development-related fields;
- b) A minimum of 5 years of relevant experience in development, focused on providing technical assistance and/or programming, monitoring and evaluation around gender equality, women's empowerment and women's rights issues;
- c) Experience in developing gender training materials and manuals;
- d) Proven track record of accomplishments in gender equality and women's empowerment issues at policy and programming level;
- e) Experience with implementing gender mainstreaming agendas across a variety of sectors;
- f) Access to Jerusalem with a Jerusalem driving license;

## 8. Annexes

1. Annex 1: **Social and Gender Equality Assessment for the Project “Action for East Jerusalem Identity and Resilience” AJIR+** (Attached as a separate document in PDF format).