

Call for Letter of Expression of Interest Gender Leaders Fellowship Programme

On behalf of the BMZ, the GIZ project “Strengthening the participation of women in the rehabilitation and peace process in Iraq (SPW)” supports state and non-state actors to strengthen the participation of women and girls in various fields. One important prerequisite to achieving this goal is to enhance the gender competencies of selected implementing and implementation partners of current German development cooperation projects in central Iraq and KRI.

This includes training initiatives and the provision of specialist advice on integrating gender in the process of designing and implementing new activities, strategies, and policies. The latter will be devised based on the demand and need for the different sectors of German development cooperation in Iraq (health, employment promotion, peacebuilding, decentralization, ICT, etc.). The goal is to strengthen the gender impacts of existing development cooperation projects and, by extension, strengthen women's sustainable socio-economic and/or political participation in the different sectors of German development cooperation.

One of the most important permanent commitments and directions of GIZ within the framework of international cooperation is to build the Iraqi national capabilities in the long term, as GIZ supports government efforts in developing the private sector in Iraq to facilitate the development of growth-oriented businesses and an investment-stimulating environment, especially in sectors that are witnessing great growth at the present time and attract the highest percentages of youth and women and SPW project focuses on empowering Iraqi women in several aspects, including the economic aspect where gender mainstreaming in the private sector may be considered one of the most important interventions that can be made to increase the economic empowerment of women and improve their access to resources.

Gender Mainstreaming in the private sector in Iraq would leave many positive effects on several levels, starting with raising national production rates when women's participation in the private sector increased, raising the quality of production through the existence of a mixed-gender environment stimulating competition. Reducing the rate of employee turnover by creating safe and welcoming environments for all, especially women, and protecting them from harassment and all forms of gender-based violence, as well as reducing sick leave rates and absenteeism from work, the increase of which is often due to inadequate health and psychological conditions in the workplace.

Likewise, gender mainstreaming creates more friendly relations between society and the private sector and enhances the confidence of local communities in the organizational and administrative structures of private sector institutions. On the other hand, the entry of women into various work sectors can enhance the economic situation of individuals and local families by increasing the annual income of the family.

In this context, the SPW project is working on implementing a fellowship program on “Gender Mainstreaming in Private Sector in Iraq”, as it is intended that this training fellowship extends for a period of six months and targets gender focal points from GIZ's partners in the private sector in Iraq.

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH is a public-benefit federal enterprise that, on behalf of the German Government, supports many public and private sector clients in around 120 countries in achieving their objectives in international cooperation. With this aim, GIZ works together with its partners to develop effective solutions that offer people better prospects and sustainably improve their living conditions.

Service requirement:

The GIZ project “Strengthening the Participation of Women in the Rehabilitation and peace process in Iraq” “SPW” plans to commission an expert that can design and facilitate a six-month fellowship program for 15 gender focal points from GIZ partners from the private sector. This fellowship program should focus on building the capacity of the participants on a number of important topics like gender mainstreaming concepts, gender equality and inclusion methods in the private sector, antiharassment policies, GBV response systems in the private sector context, the impact of economic empowerment for women on the companies productivity rates, women leadership in the labor market and protection of working women in the Iraqi labor law.

This program targets medium to large companies in the current Iraqi market, especially in sectors that are witnessing remarkable growth and attracting large groups of youth and women. And more precisely, this program targets people who work as gender focal points or those whose responsibilities fall within the tasks of accountability and monitoring of a safe environment at work and the development and implementation of administrative policies in their workplaces, especially those related to the protection and empowerment of women.

The training sessions shall be held in two on-site training workshops for a period of 4 days each and shall be accompanied by at least 8 online training and follow-up sessions with the participants. Knowing that the facilitator must assign the participants several tasks distributed over the life of the program to be implemented within their companies and in a manner appropriate to the contexts in which they work.

The consultant service will be conducted between **15th June and 31st December 2023** and comprise up to **60** working days in total (the working day counted as 8 working hours). All training will be held in Arabic. And the onsite training should be held either in Baghdad or Erbil. Noting that SPW Project will be responsible for the logistic preparations of the workshops.

The program should be held for six months (July-December 2023) but the contract with the external consultant should be starting on **15 June** to have enough time for the preparation.

The following services shall be delivered by the expert:**1. Assessment/Preparational tasks:**

- a. Conduct meetings/interviews with the participant to assess their knowledge.
- b. Prepare a draft of the training program based on the assessment results.
- c. prepare the agendas of all the sessions to be approved by the SPW technical team not less than 3 days ahead of each session.

2. Implementation of the fellowship program:

- d. Implement **two** onsite training workshops, 4 days for each one. All the training should be conducted in Arabic.
- e. Implement a minimum of **8** online training and follow-up session with the participants.

3. Reporting

- f. Conduct a final report (up to 10 pages, without annexes) detailing the training materials delivered, and the performance of the participants, highlight their strengths and weaknesses, gather relevant information for M&E purposes, and provide feedback/recommendations to GIZ SPW regarding

possible future training needed in addition to the challenges faced during the fellowship implementation and lessons learned.

- g. Provide the pre-post-test results for all the training sessions delivered.
- h. Develop a practical guidebook (min 15 pages, in the Arabic language) addressing the best practice of gender mainstreaming in the private sector to be used as a reference for the fellowship graduates.

4. Deliverables

- Submit material used for the training (including PowerPoint presentations, handouts, concepts, etc.).
- Submit the guidebook (Arabic).
- Submit final report including evaluation results and recommendations for further training/workshops/activities (in terms of gender equality, GBV and the implementation of the anti-sexual harassment strategy, and advocacy for women's economic empowerment) in English.

All activities must be delivered in a cooperative manner amongst all involved parties.

All steps taken must be communicated beforehand and agreed upon with assigned GIZ staff.

The approximate technical requirement of the consultant is as follows:

Education:

- Post-graduate degree or equivalent in gender studies, social work, human rights, and any relative field.

Professional Experience:

- At least 10 years of experience in gender studies, human rights, and social work.
- Proven experience in developing training materials and conducting workshops and training onsite and online. Experience in delivering long-term training programs is preferable.
- Proven knowledge of policy development, and gender analysis for the laws and policies.
- Experience in working with private sector actors.
- Extensive knowledge of women's rights in Iraq
- Experience in development cooperation would be an asset.

Language skills:

Business fluency in written and spoken English and Arabic.

SPW project accepts letters of interest from both **national and regional** experts.

Interested individuals are kindly requested to express their interest in the above-mentioned services, to send the following documents:

1. Motivation letter (1 page)
2. The CV with references
3. A copy of ID or Passport.

This expression of interest is a market search for qualified Consultants and GIZ keeps the right to the appropriate selection of the best-qualified consultants for future demand.

Interested individuals must submit the above requirement forms (1. to 3.) via email to procurement.iraq@giz.de with the email subject name "EOI – SPW Consultant Gender fellowship program". The deadline for submission is **22th May 2023**.