**Terms of Reference**

**“Gender Power Relations Analysis in the Cooperative Sector in Palestine”**

**Within the framework of the project: “Strengthening a Gender-Responsive Environment in Rural Development and Cooperative Sector (SHARAKA)”**





**Project**: Strengthening a Gender-Responsive Environment in Rural Development and Cooperatives Sector. (SHARAKA)

**Consulting Services**: Carry out and prepare gender power analysis in the cooperative sector in Palestine.

**Deadline:** 15/07/2023

**Duration:**  The consultant will identify the proposed working days later, in close cooperation with PWWSD, but he/she should include the expected timeframe for the assignment in his/her proposal.

**Funded by**: The project is funded by the Swedish International Development Cooperation Agency (Sida) and managed by We Effect’s Palestine Country Office.

**About We Effect**

We Effect is a Swedish development organization that supports sustainable rural development and the creation of viable livelihoods for small-scale farmers, rural women and men, and other marginalized groups. We Effect works through a rights-based approach, with a strong focus on gender equality and women’s empowerment.

**About PWWSD**

Established in 1981, The Palestinian Working Woman Society for Development (PWWSD) is a non-governmental women’s, developmental, and learning human rights organization that contributes to developing feminist struggle within national, social, and developmental dimensions. The organization believes that liberating women is connected directly with ending the occupation and establishing a full Palestinian democratic sovereign civil state. PWWSD is active all-over the West Bank including East Jerusalem, and the Gaza Strip, and is an active member in several local, regional, and global networks and coalitions.

The Palestinian Working Woman Society for Development (PWWSD) aims for a free and democratic Palestinian society based on gender equality, respect for human rights and social justice. The organization promotes women’s empowerment, women’s participation in the national struggle against the occupation, women’s contribution to the development processes, the entitlement of women to political, economic, and civic rights, women’s access to justice and their right to a life free of violence.

**About the Project**

The project "Strengthening the Gender Responsive Environment in the Field of Rural Development and in the Cooperative Sector" is implemented in close partnership with:

* The Economic and Social Development Centre of Palestine (ESDC)
* The Palestinian Agricultural Cooperatives Union (PACU)
* The Land Research Centre (LRC)
* The Applied Research Institute - Jerusalem (ARIJ)
* The Union of Agricultural Work Committees (UAWC).

The overall objective of the project is to **contribute to consolidating an environment of gender equality by increasing women's access to land and means of production** **through** improving their living conditions as well as opportunities for active participation in development processes, ultimately forming an advanced gender integration system within the framework of partner institutions that reflects different models in thinking styles, values and objectives of rural and cooperative development.

**Scope of The Assignment**

PWWSD is seeking to contract a consultant to prepare a gender power relations analysis, identifying the key gender-related issues and the dynamics of power relations within the cooperative sector in Palestine. The analysis will help to inform the development of gender strategies, tools and interventions that can address these issues, gender gaps and promote gender equality and women’s empowerment in the cooperative sector.

Language: The assignment will be in English and Arabic languages.

**Assignment Objectives:**

The Gender Power Relations Analysis will have the following objectives:

* To assess the current situation of women, women youth, and women with disability participation and representation in the cooperative sector in Palestine (WB&GAZA) and identify the key barriers and challenges that prevent women from fully participating and benefiting from the sector.
* To assess gender inequalities and intersecting gender biased systems, that impact the individual and collective ability of people to fully exercise their rights. The analysis is to identify and analyze inequalities, break down barriers to equitable and meaningful participation, and advance gender equality and social justice in the cooperative sector.
* To examine the power dynamics relations within the cooperative sector in Palestine and identify how gender intersects with other forms of power, such as sex, class, ethnicity, education, social status, and geography.
* To identify the key actors and stakeholders within the cooperative sector in Palestine and assess their roles and influence in promoting or hindering gender equality and women’s empowerment.
* To provide recommendations for strategies, policies, tools, and interventions that can address the identified gender-related issues, gender gaps, and power dynamics within the cooperative sector in Palestine.
* To recommend activities for the Programme’s Advocacy Task Force and/or Programme Advocacy Plan/ and or revise Advocacy Taskforce ToR to make it gender sensitive.
* Propose gender-related baseline indicators on the Programme level.

**Methodology:**

The Gender Power Relations Analysis will use a participatory and gender-transformative approach, and will include the following methods:

* Desk review of relevant literature, reports, and data on the cooperative sector in Palestine, and gender-related issues and power dynamics within the sector including policies, laws, and regulations related to gender, cooperatives, and rural development.
* Key informant interviews with key actors and stakeholders within the cooperative sector in Palestine, including male, female, mix cooperatives’ members and leaders, cooperative unions’ representatives, governmental and non-governmental entities, and other relevant actors. ( the key actors and focus group have to be reviewed and approved by PWWSD & WeEffect)
* Sampled -focus group discussions with women and men cooperatives’ members and leaders, as well as with other relevant actors to validate the key findings and recommendations.
* Analyze the data collected using the gender power analysis framework and methodology, identifying key power relations and their impact on gender relations in the cooperative sector.
* Conduct gender-transformative surveys to gather quantitative data on gender-related issues within the sector.
* Utilize the Do No Harm Approach. Program staff, partners, and right holders’ participants should never be put at risk of harm (either intentionally or unintentionally). Children and adults can experience harm due to data collection practices at any phase of the program cycle, including during a GAP analysis. Unintended negative consequences can occur in a variety of ways. A research focus on women and girls, for instance, may increase the likelihood that they experience backlash or gender-based violence if men, boys, and leaders oppose women’s and girls’ empowerment. The consultant must have relevant skills, appropriately engage the community, and invest in community relationships prior to beginning research to mitigate potential harm. Research should follow ethical guidelines and only proceed if it is of minimal risk.

**Deliverables:**

The Gender Power Relations Analysis will produce the following deliverables:

* An inception report, including a detailed work plan, methodology, and data collection tools.
* A timeframe for each deliverable of the assignment to be submitted with the inception report.
* A draft report on the Gender Power Relations Analysis, including a comparative assessment of the current situation of women’s and women youth, women with disability participation and representation in the cooperative sector in Palestine, an analysis of the power dynamics within the sector, and recommendations for strategies, policies, tools and interventions that can address the identified gender-related issues, gender gaps and power dynamics. Included in draft report:
	+ Develop a tentative gender power relations analysis framework and methodology for the cooperative sector in Palestine in consultation with We Effect, project partners, and PWWSD.
	+ Develop recommendations for We Effect and PWWSD on how to address gender power imbalances in the cooperative sector in Palestine, including practical implementational steps, developmental tools, and strategies for promoting gender equality and women's empowerment.
	+ Propose concrete activities/recommendations for the Programme’s Advocacy Task Force and/or Programme Advocacy Plan
* A final report on the Gender Power Relations Analysis, incorporating feedback and comments from We Effect and PWWSD, and other relevant actors.
* A presentation (workshop) of the key findings and recommendations of the Gender Power Analysis to We Effect and PWWSD, and other relevant actors.
* All raw data collected during the gender power analysis.

The content of the first draft will be finalized in consultation with We Effect Team and the PWWSD project team.

**Timeframe** **of the Assignment: (The consultant will identify the proposed working days later, in close cooperation with PWWSD)**

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| --- | --- | --- |
| # | **Deliverables** | Duration |
| 1 | Inception Report. | XXX |
| 2 | Draft report on the Gender Power Relations Analysis. | XXX |
| 3 | Final report, after feedback and comments. | XXX |
| 4 | Presentation (workshop) of the key findings and recommendations. | XXX |

**The consultant is also requested to:**

* Maintain open and frequent communication with PWWSD and the projects team.
* Submit the deliverables in a timely manner under the terms of the contract.
* Submit a high-quality comprehensive final report in **Arabic and English languages**.

**Required Qualifications**

* Advance degree in gender studies, social sciences, or related fields
* Experience in conducting gender, and gender power relations analyses, preferably in the context of rural development and cooperatives.
* Knowledge of the Palestinian context, including gender dynamics and power relations.
* Strong analytical and writing skills.
* Excellent communication and interpersonal skills.
* Fluency in written and spoken Arabic and English is required.

**Expression of Interest**

Interested consultants are required to submit the following to PWWSD through email pwwsd@pwwsd.org, the submission deadline is 15/07/2023.

* A cover letter outlining their experience and qualifications for the consultancy.
* A detailed methodology for the gender power relations analysis, including data collection, analysis methods and expected timeframe.
* A list of relevant past projects.
* A financial offer in ILS including VAT (per day).

**Evaluation criteria:**

1. **Technical evaluation (70%)**:
2. Methodology (30%)
3. Past experience in the fields of gender, gender studies, gender power relations, women empowerment, and socio-economic development. (20%)
4. Consultant/Team of work CVs and their qualifications in research and data analysis including qualitative research. (20%)

**B Financial evaluation: (30%)**

**Financial Proposal Submission Form**

{Location, Date}

To: [Name and address of Client]

Dear Sirs:

 We, the undersigned, offer to provide the consulting services for [Insert title of assignment] in accordance with your Request for Proposal dated [Insert Date] and our Technical Proposal.

Our attached Financial Proposal is for the amount of {Indicate the corresponding to the amount(s) currency(ies)} {Insert amount(s) in words and figures}, including of VAT and all other local taxes.

 Our Financial Proposal shall be valid and remain binding upon us, subject to the modifications resulting from Contract negotiations, for the period of time specified in the Data: {Indicate the duration and date}

 Yours sincerely,

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Signature (of Consultant’s authorized representative) {In full and initials}:

Full name: {insert full name of authorized representative}

Title: {insert title/position of authorized representative}

Name of Consultant (company’s name or JV’s name):

Registration Number/ID #: {insert the official ID /Reg }

Capacity: {insert the person’s capacity to sign for the Consultant}

Address: {insert the authorized representative’s address}

Phone/fax: {insert the authorized representative’s phone and fax number, if applicable}

Email: {insert the authorized representative’s email address}

**Annex 1.b: Summary of Costs**

|  |  |  |  |
| --- | --- | --- | --- |
| **Item** |  |  | **Cost** |
| **unit** | **Unit cost****ILS** | **Total in ILS** |
| **Cost of the Financial Proposal Including:** |  |  |  |
| (1)  |  |  |  |
| (2)  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
| **Total Cost of the Financial Proposal (include VAT):** |  |  |  |

Signature (of Consultant’s authorized representative) {In full and initials}:

Full name: {insert full name of authorized representative}