



جمعية المرأة العاملة الفلسطينية للتنمية  
Palestinian Working Women Society for Development



## Terms of Reference

### Contracting Individual Consultant: Young Men Champion Network Consultant Feminist Power in Action for Women's Economic Rights (FEM-PAWER)

#### About PWWSD:

Established in 1981, the Palestinian Working Woman Society for Development (PWWSD) is a non-governmental, developmental, and feminist human rights organization that contributes to advancing the feminist struggle within national, social, and developmental dimensions. PWWSD believes that the liberation of women is inherently linked to ending the Israeli occupation and establishing a full, democratic, and sovereign Palestinian civil state.

The organization operates throughout the West Bank, including East Jerusalem, and the Gaza Strip, and is an active member of several local, regional, and global networks and coalitions.

PWWSD envisions a free and democratic Palestinian society based on gender equality, respect for human rights, and social justice. It promotes women's empowerment, participation in the national struggle against the occupation, contribution to development processes, entitlement to political, economic, and civic rights, access to justice, and the right to a life free from violence.

#### Background:

The FEM-PAWER (Feminist Power in Action for Women's Economic Rights) program aims to strengthen the leadership capacities of young women facing multiple discrimination and economic gender-based violence (E/GBV) in specific MENA countries — Jordan, Lebanon, Palestine, and Tunisia. These young women will be empowered to lead change by holding duty bearers accountable for upholding Women's Economic Rights (WER) and by improving conditions for young women in the informal sector.

FEM-PAWER focuses on building the capacities of Women's Rights Organizations (WROs) and young women in lobbying and advocacy (particularly in economic gender-based violence and WER), with the goal of strengthening gender-responsive accountability mechanisms among duty bearers.

The program promotes inclusive collaboration through small grants to partner organizations (POs), capacity development initiatives, networking, coalition-building, and lobby and advocacy-



جمعية المرأة العاملة الفلسطينية للتنمية  
Palestinian Working Women Society for Development



related actions. Inclusive partnerships form the backbone of the program, intended to be fostered among and across POs as well as at the Consortium level.

A total of 11 POs have been supported with sub-grants in Palestine under the FEM-PAWER framework.

---

### Scope of Work and Responsibilities:

PWWSD seeks to contract a qualified consultant to carry out the following tasks:

1. Contribute to establishing the Young Men Champion Network (YMCN).
2. Develop the YMCN's mission, vision, internal regulations/bylaws, including membership structure.
3. Coordinate outreach and engagement with stakeholders, including universities, colleges, vocational centres and other related stakeholders to attract young men to participate in the YMCN.
4. Coordinate and maintain regular meetings with the PWWSD project team.
5. Maintain communication with the YMCN through direct meetings and online platforms/media tools.
6. Coordinate YMCN activities, visits, and events.
7. Develop an online/web-based application to collect YMCN socio-economic data.
8. Prepare Terms of Reference (TORs), reports, and data analysis related to YMCN activities and interventions.
9. Develop concept notes on new and innovative ideas for advancing the YMCN and engaging young men.
10. Coordinate and network with relevant stakeholders addressing youth issues.
11. Support the implementation of key recommendations related to gender equality.
12. Conduct meetings with the YMCN and other relevant stakeholders.
13. Organize and facilitate events, workshops, and policy dialogues focused on young women's/men's economic rights and E/GBV, engaging multi-sectoral stakeholders (government, NGOs, INGOs, private sector, labour unions, coalitions, and UN agencies).



جمعية المرأة العاملة الفلسطينية للتنمية  
Palestinian Working Women Society for Development



14. Carry out any additional tasks related to YMCN activities as requested by the program/project team.

---

#### Consultant Profile and Required Qualifications:

- University degree in Management, Gender and Women's Studies, Communications, International/Public Relations, Social or Political Sciences, Development Studies, or related fields.
- Minimum of 3 years of relevant professional experience, preferably with a focus on community development, gender issues, gender equality, young men's/ women's empowerment, and/or women's rights, including providing policy advice and technical assistance.
- Proven experience working with the youth sector.
- Strong knowledge of the gender equality context in Palestine.
- Demonstrated capacity to lead community and youth groups.
- Ability to participate in regional or international events/activities related to YMCN and young women's issues.
- Fluency in written and spoken Arabic and English.
- Strong computer skills, particularly in MS Word, Outlook, and database management.
- Taking into consideration the nature of the work and the targeted groups, then male consultants are only encouraged to apply.

---

#### Duration & Deliverables

From May - December 2025.

Working days: sixty-four days (64)

#### Deliverables:

Action plan including methodology of work

Concept paper about Men's Network in Palestine



جمعية المرأة العاملة الفلسطينية للتنمية  
Palestinian Working Women Society for Development



YMCN establishment plan and follow up the implementation plan

YMCN structure including membership, roles, rules. communication tools

Web-application and data base of youth members

Regular /activity progress reports

Final assignment report with annexes

---

### How to Apply:

Interested applicants are invited to submit their technical and financial offers via email to:

 [jobs@pwwsd.org](mailto:jobs@pwwsd.org)

---

### Deadline for submission:

 No later than May 15<sup>th</sup>, 2025.

- The technical application should include:
  - An updated CV.
  - A cover letter expressing motivation and demonstrating how the applicant's experience aligns with the consultancy requirements.
- The financial offer should be submitted in USA Dollar, including income tax on daily based