

Date: 21.01.2024

Dear Sir or Madam,

Greetings from REFORM Association

**Subject: Request for Quotation- Gender Expert -Mentor for Societal Conflict Engagement****Background:**

The Palestinian Association for Empowerment and Local Development – REFORM is a Palestinian NGO that works in the fields of empowerment, local development and social transformation. It seeks to promote inclusion and social solidarity in Palestine through empowering marginalized hard-to-reach groups and structural reform. REFORM aims to boost the social and political engagement of marginalized hard-to-reach groups and community activism. It seeks to promote equal access to public utilities by empowering young men and women while establishing a dependable database for political and administrative decision-makers in Palestine.

**About the project:**

The “She Leads Change” (SLC) project seeks to promote women’s participation in decision-making process, enhance the roles of both young women and men in building safe and secure communities and develop access to justice and security. The project will accelerate the use of the previously developed early warning system in the targeted governorates throughout Palestine. Additionally, the targeted beneficiaries will be engaged as social mediators to enhance their communities’ access to justice. The SLC project will facilitate numerous tailored activities, including coordination meetings between the target groups and the local and national decision-makers for them to amplify the security and justice needs for their localities. This will be an opportunity for the target groups to take more active roles in representing the needs of their communities.

**Targeted Groups:** Women, youth and PWD aged from 19-29. (5 groups- each group consists of 25 members, i.e., 20 females and 5 males).

**Localities:** The interventions will take a place in different localities in the following governorates: Tubas, Qalqilya, Northwest of Jerusalem, Hebron and Salfit.

**Needed Background:**

- Master's degree in Social Studies, Political science, Sociology or other related fields.
- At least 5 years of experience in social mediation and conflict transformation.
- Deep knowledge in cultural and social dynamics in the targeted localities.
- Ability to analyse the challenges and opportunities that the project may face.
- Strong communication skills to interact with local groups and local councils and other stakeholders.
- Ability to effectively present information and negotiate agreements.
- Experience in using conflict analysis tools and providing detailed reports on the roots and influential parties.
- At least 5 years of experience in developing social transformation strategies, with a focus on women's issues and women with disabilities.
- At least 5 years of experience in designing awareness-raising campaigns targeting the local community and developing effective awareness materials.
- Skills in organising and managing meetings with target groups.
- Ability to direct content and collect effective feedback and engagement.
- Ability to compile and present a technical report that includes all information, maps and results extracted from campaigns and interventions.
- Understanding or experience in issues related to people with disabilities.
- Deep knowledge of women's rights, new masculinities, gender equity, gender roles, and/or gender-based violence would be beneficial.
- Knowledge in analysing trainings and learning journeys.
- Knowledge of identifying key players/main actors for the analysis (formal and informal institutions and relevant individuals and stakeholders).
- Deep experience in analysing data and information and converting them into results.
- Solid communication skills and sensitivity to gender issues and gender-based violence terminology.

**Specific required tasks:**

- The targeted group will conduct five social mediation campaigns to transform five societal conflicts per group. (5 groups total, 25 participants in each group.)
- These issues will also include bullying, sexual harassment and cultural and structural violence against women.
- The target group will be identifying conflict cases on the horizon, which may affect civil peace and conflicts related to women.
- The target group will also practice the knowledge they have gained from the social transformation training to map societal norms, issues and potential conflicts.

**The total number of days are 12 (8 hours per day) which are divided into the following:**

One day to study and analyze the local and cultural context to understand the challenges and social dynamics with the targeted groups in the targeted locations.

- Number of days for the training and locations might change due to current security reasons.
- Three days to conduct five meetings with local councils to understand the five societal conflicts that each targeted group came up with in their first meeting, in addition they have to discuss these societal conflicts and agree on it.
- Two days to analyze the five societal conflicts, and determine the active role players using conflict's analytical tools and determining the roots and influential parties and the extend of influence these parties have in each conflict and provide report.
- Two days to develop a strategy and intervention plan which includes specific strategies for each societal conflict that target transforming the social dynamics including specific strategies for women and women with disabilities.
- Two days to organize awareness campaign that targets local communities which includes women participation in conflict prevention. Producing 15 short films, designing 120sqm of billboards and magnetic pictures.
- Two days to hold meetings with the targeted groups to present the final outcomes from the campaign and the five interventions for the societal conflicts and finally agreeing on all issues with the group.
- Provide technical report including everything mentioned above.
- Coordinate with PWD inclusion expert hired by implementing partner.

**Mission:**

- Implementation of 12-day training sessions (eight hours per day).
- Preparing the training program and follow up session.
- Preparing a technical report that reflects the training outputs, group dynamics and evaluation analysis.
- **Expected outcomes:** Analyze learning journey outcomes and support in analyzing and mentoring the five societal conflicts including its promotional campaign.

**General Notes:**

- Application is for individuals.
- The implementation time frame is approximately within two months.
- **Note:** number of days for the training and location may change due to current security reasons.

- **Note:** Due to current security reasons and the possibility of making the training online. Trainer shall provide a separate offer showing hourly rate for online courses instead of virtual.
- REFORM has the right to request the necessary clarifications.
- **Targeted Groups:** Women, youth and PWD aged from 19-29. (5 groups- each group 25 members).
- **Localities:** the training will take a place in different localities. (Tubas, Qalqilya, Jerusalem district, Hebron, Selfiet District).
- **Note:** The association has the right to divide the tender if they see necessary.
- **Note:** This project will be implemented in partnership with Stars of Hope Society (SHS).
- **Note:** Trainer shall provide two separate offers (financial & technical).

### Submission Criteria:

- ✚ Individuals who meet the needed background and are interested in implementing the training. Kindly see the below mentioned requirements for applying.

#### 1. Technical offer (70%) must include:

- An updated CV reflecting all required above knowledge and Experience and certifications in the field 10%.
- Experience in monitoring and documenting different forms of violence. 20%
- Experience in facilitating training workshops. 20%
- Methodology of work 15%
- Knowledge and experience in cultural and social dynamics. %5

#### 2. The financial offer (30%) Price offer should be drafted in English and submitted in **ILS** per hours (8 hours-per day) including transportation. All taxes must be included in the final price.

- Financial and technical offer must be submitted in English and signed/or stamped in **the offer should be in separate sealed envelopes by** hand to the following address:

- ✚ *The Palestinian Association for Empowerment and Local Development- REFORM, Tirawi Building, 2<sup>nd</sup> floor in Al Masyoun, Ramallah.*

- ✚ Registration in the organization's electronic procurement system through the link: REFORM (econnect.ps)

Those wishing to participate in the preparation of the plan and who meet the above conditions should submit their financial and technical offers in the sealed envelope to the address of the Palestinian Association for Empowerment and Local Development REFORM-, located in

Ramallah, Al-Masyoun, Al-Tirawi Building, second floor no later than Sunday 28.01.2024 until 12:00 in the afternoon, taking into account the following:

**Notes:**

- REFORM is not obliged to choose the lowest price.
- Individuals are only accepted.
- Individuals can submit a valid deduction on source certificate or else 10% the total payment will be deducted as income tax.

*Annex:***Gender Expert – Mentoring five societal conflicts transformation campaigns**

**Women members are conducting (5) social mediation campaigns to solve/transform (5) societal conflicts per group.** Social mediation usually seeks to prevent conflict by addressing the post-conflict settings and promote acceptance of pluralistic coexistence. Each social mediator and early warning group will be working on identifying, analyzing and transforming 5 critical societal issues. At least two of these issues will directly relate to women and women with disabilities. The identification of these issues will be agreed upon with the local councils and municipalities. The solution of the societal issues will depend on the information documented in the early warning system and will be led by the women group members in cooperation with local and national authorities. The issues will also include bullying within schools, sexual harassment, cultural violence against women, structural violence and direct violence against women. The target group will be identifying conflict cases on horizon which may affect civil peace and conflicts related to women, young women and vulnerable groups. Examples include sexual harassment, bullying, direct violence within households, stigmatization, norms, cultural, institutional and structural violence pertaining to women as well as their access to justice and security, public services, etc. The target groups will conduct hearing sessions with parties and stakeholders in the conflict cases. The identified cases will be taken into consideration in the social mobilization campaign. The identification of the cases and societal conflicts will be monitored by gender and PWD's advisors. The cases will be analyzed and actors will be mapped in order to develop transformation scenarios.

**Conducting social mobilization interventions to promote women's engagement in conflict prevention.** REFORM and the partner organizations will coordinate with the local councils and municipalities to have the groups conduct 15 local campaigns to promote the early warning system, women's engagement in social mediation and conflict prevention. The campaign will shed light on the added value of women's engagement in conflict prevention including their sensitivity to family disputes where children and women are a part of. The local campaigns will be composed of street campaign (One-to-one) awareness and will employ social media and street

banners to promote women engagement in conflict prevention. The campaign will be designed and conducted on real societal threats found within the local communities based on the information that the social mediator and early warning group gathered and documented on the early warning system. The social mobilization campaign will focus on producing three short social media videos made of 45 seconds to be promoted on social media. The campaign will also publish billboards in the targeted areas to spread awareness to more people. The social mobilization campaign will also focus on allowing the target groups to meet people in the targeted areas to explain to them the importance of women engagement in conflict prevention and challenge the patriarchal norms. A photo van will be also accompanying the target groups in their areas. The target group will be able to agree on specific slogans with the people on the street and print it together with their pictures on magnetic items. That way, they will always see the slogan as they hang the pictures in their homes.

**Targeted Localities:**

1. Tiaseer, Seer and Tamoon in Tubas.
2. Nabi Elias, Azoon, Qalqilya in the Qalqilya district.
3. Beit Sourek, Beddo, and Beit Ikhsa from northwest of Jerusalem.
4. Bani Nae'em, Saeer, Shioukh from eastern part of Hebron.
5. Kafr Al Deek, Karawa Bani Hassan, Kifl Hares from Selfiet Area.

For more information, please do not hesitate to contact us on the following contact details:  
Telefax: 02-2966645, Email: mmorarr@reform.ps

Thank you for your kind cooperation,

Sincerely yours,

**Procurement Unit**

