

# TERMS OF REFERENCE

## Gender Analysis for Cooperative Development in Lebanon

### Background and Purpose

This gender analysis will be developed under the project LBN 1005-21 “Strengthening the resilience and coping capacities of vulnerable rural population in North and East Lebanon”, funded by the German Federal Ministry for Economic Cooperation and Development, led by the German INGO Welthungerhilfe, within the Cooperative Empowerment Program developed by the Foundation John Paul II (FGPII).

The following projects outcomes are to be achieved:

Outcome 1: Access: Value chain actors improve their cooperation opportunities at vertical and horizontal levels and have better access to local and regional markets.

Outcome 2: Knowledge and skills: Local actors increase their competitiveness along the value chain.

Outcome 3: Cooperation / social cohesion: partnerships between communities with different ethnic backgrounds are strengthened

The purpose of this gender analysis will be to inform how the project can strengthen the inclusion and empowerment of women.

### Main Objective

The objective of the gender analysis study is to better understand how to promote gender inclusion within the agricultural cooperative sector (including farmer cooperatives and food processing cooperatives) **in 4 specific and defined territories** (one cooperative in each territory, mainly municipal level), to be selected within the governorates of North Lebanon, Akkar, Baalbek-Hermel. The main participants in the study will be food processing and agricultural cooperatives.

### Expected Research Topics

The first analysis will be also utilized to tailor the methodology for the analysis in the next 3 cooperative.

In each of the 4 studies it will be requested to assess gender dynamics and trends at 2 levels:

-At the level of the municipality: to collect an overview of gender dynamics in the target area, main challenges, gender norms, relevant conflicts/restrictions that impact women’s daily life, opportunities and any other considerations.

-At the level of the cooperative or informal group: to assess the following aspects:

- 1) What spaces are available for women’s inclusion in the specific cooperative? What are the barriers and how can the project pro-actively promote women inclusion in the cooperative, as members and/or as employees?
- 2) Work environment: What are the current barriers and constraints in the work environment where women’s inclusion is greatly needed? What will need to be improved to support greater inclusion? What measures must be in place and are others that are highly recommended to improve the work environment for women?
- 3) Gender leadership: What are the opportunities and approaches to promote women’s leadership within the specific cooperative/informal group at the level of the institution (Board of directors / internal committees) and in employment (managerial positions in the coops)?

- 4) Impact of women inclusion/empowerment within the family/society: What challenges regarding workload and time poverty in relation to domestic responsibilities, cultural norms, male partner attitudes, management of the salary received, any other aspects to be considered from this dimension.
- 5) Equal salary treatment for women and men within the cooperative, in regards to work positions, including both, skilled and unskilled jobs (sorting, packaging etc...)

The analysis will need to be conducted considering the specific environment (the cooperative and the village where the cooperative and its members are living).

### Consultant Responsibilities

The selected consultant will be responsible for the following:

- Development of the overall research methodology (e.g. study protocol, development of questionnaires, analysis plan)
- Development of research tools to properly conduct the gender analysis.
- Determining the number of interviews that will be needed. The number of interviews for each level (village – cooperative levels) will be proposed by the consultant in its offer.
- The interviews for the assessment at the municipality level will be organized by the consultant.
- Conduct secondary data analysis to inform the overall gender analysis.
- The consultant is requested to arrange her/his own transportation.
- Develop 4 reports, one for each target territory and cooperative; the consultant will be requested to present the final report in a presentation to and discussion with the cooperative members.

### JPII Responsibilities

- Focus groups and other interviews will be organized with the support of JPII staff.
- Provide the list of cooperative members and reference contact in order to schedule and carry out the individual interviews at the level of the cooperative target.
- Facilitate contacts with key stakeholders for the gender analysis.

### Duration of the analysis

As stated above, the first analysis will be also utilized to tailor the methodology for the analysis in the next 3 cooperatives.

Analysis	Starting time	Deadline
First study territory: to be used to pilot the methodology	1 <sup>st</sup> April 2023 development of protocol, tools, etc. 10 April data collection 20 April 2023 – Draft report Mid-May – Final Report	End of April 2023 – draft report Mid-May 2023 - final report and focus group discussion to share findings with the cooperative
Second and third study territories	September 2023	End of December 2023
Fourth analysis	January 2024	End of April 2024

Submission of the proposal:

The consultant is requested to submit the technical proposal for the study, taking into account the information described in this Terms of Reference. In the proposal, it must be clearly specified the number of interviews to be implemented in the field and to specify in case the consultant will engage other people in data collection. The structure of the forthcoming reports must also be clearly illustrated.

The CV of the consultant/s engaged in the analysis must be submitted as annex to the proposal.

The consultant is requested to submit the budget, detailed per each component of the study, in order to assess the weight given to the different parts of the analysis.