



## **Terms of reference (ToR) Trainer on Gender Mainstreaming**

### **1. General Information**

Justice without Frontiers (JWF), a dynamic active local non-governmental juristic organization founded in Beirut in 2005, is deeply committed to championing human rights, justice, democracy, peace, and the rule of law. Over the last decade, JWF's impactful work has addressed crucial initiatives, from addressing Sexual and Gender-Based Violence (S/GBV) to empowering women's access to justice, advocating for marginalized individuals, combating human trafficking, and more.

### **2. Brief Information of the Project**

Empowering women and strengthening the resilience of vulnerable rural and urban communities in South Lebanon and Beirut is a three-year program implemented by a consortium of 3 NGOs, Justice without Frontiers, SHEILD, and JAFRA, led by Welthungerhilfe (WHH) and funded by the German Feder Ministry for Economic Cooperation and Development (BMZ). This program aims to strengthen women's livelihoods and increase the resilience of vulnerable communities engaged in smallholder and subsistence agriculture. Justice without Frontiers' role in this program is to ensure that gender equality is mainstreamed into all project activities, provide tailored training for women in leadership skills and business development, provide legal support, and conduct gender analysis.



### 3. Request:

JWF is seeking a qualified and experienced trainer to conduct a gender mainstreaming training based in the South of Lebanon and Palestinian Camps . The aim of this training is to define gender, and to provide concepts and tools for the mainstreaming of gender to develop and implement gender-responsive policies Within work environment

### 4. Context

Gender mainstreaming training will play a crucial role in promoting gender equality and women's rights in workplace in various settings, including South Lebanon and Palestinian camps(in the South and Greater Beirut).

Trainer will be responsible on capacity development on gender mainstreaming concepts and tools in the aim to build skills to develop and implement gender-responsive policies, and advance gender equality in workplace.

### 5. Target Group of the program:

The target group of the program is **women-owned MSMEs, women-led cooperatives, and start-ups** that are also women-owned.

### 6. Time Schedule

The trainer contracted by Justice without Frontiers is expected to deliver a one-day training for 16 different groups per year, 5 hours per day, starting April 2024 in The South of Lebanon and Palestinian camps.

## 7. Scope of work and deliverables

The gender mainstreaming trainer is expected to provide the following deliverables:

- Design a gender mainstreaming training program tailored to the needs of the target group in South Lebanon and the Palestinian Camp. The training must be in Arabic Language
- Deliver interactive training sessions focusing on gender mainstreaming
- Training materials, including presentations, and exercises.
- Pre- and post-training tests to evaluate the impact of the training program.
- Progress reports detailing the activities conducted and outcomes achieved for each training session.

## 8. Skills and Experience required:

- Master's degree in social sciences or Gender field or equivalent background
- Over 4 years of experience in gender mainstreaming, women's empowerment, or related fields.
- Experience in designing and delivering gender mainstreaming training programs.
- Excellent facilitation and training delivery skills.
- Knowledge and experience in the field of women's rights and gender equality.
- High level of professionalism.
- Fluency in Arabic and English Languages with excellent written and spoken skills in both languages.