



## Terms of reference (ToR) Trainer on Non-Violent communication

### 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 Federal 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 Nonviolent Communication Trainer to conduct a one-day training session for beneficiaries in South Lebanon. The trainer will focus on promoting empathy, understanding, and constructive dialogue as alternatives to violence in resolving conflicts.

### 4. Context

South Lebanon and Nabatiyeh are areas that have experienced prolonged conflict and violence, leading to deep-seated divisions and tensions among communities. The training aims to equip beneficiaries with the skills to communicate effectively, express their needs and emotions, and resolve conflicts peacefully.

### 5. Target Group of the program

The target groups of this activity are households selected from 8 locations in the south of Lebanon and representing the Lebanese host community and Syrian refugee families

### 6. Time Schedule

The trainer contracted by Justice without Frontiers is expected to deliver a one-day training for 12 groups of beneficiaries per year 5 hours per day, starting August 2024 in South Lebanon, and Nabatiyeh and 1 preparation session for curriculum

### 7. Scope of work and deliverables

The trainer on Nonviolent Communication is expected to provide the following deliverables:



- Developing a training program based on the principles of Nonviolent Communication focusing on empathy, active listening, and conflict resolution. The training must be in Arabic Language
- Facilitate interactive sessions that encourage participation and discussion among beneficiaries, ensuring a safe and respectful environment.
- Prepare Pre- and post-training assessments to measure the impact of the training.
- Prepare regular progress reports detailing the activities conducted, outcomes achieved, and challenges faced, and provide recommendations for future support.

#### **8. Skills and Experience required:**

- A master's degree in psychology, social work, conflict resolution, or a related field.
- Over 4 years of experience in delivering nonviolent communication training programs
- Strong facilitation and communication skills with the ability to work effectively in a multicultural environment.
- Experience working with NGOs or international organizations in the field of community development.
- Fluency in Arabic and English, with excellent written and spoken skills in both languages.
- Knowledge of gender, protection, and human rights principles.
- Knowledge and experience in the field of women's rights and gender equality.