Terms of Reference

Consultant to Create and Implement Protection and Safeguarding strategies and tools

BACKGROUND

Lebanon's ongoing social, political, and economic instability has unfortunately created a hostile environment for organizations and groups advocating for Gender Justice and Gender Rights (GJGR). This context is characterized by a shrinking civic space and a tightening of restrictions on civil society, with legal and bureaucratic hurdles increasingly impeding the work of GJGR organizations. Registration, legal operation, and access to funding have become more challenging, hindering their ability to function effectively. Furthermore, a worrying trend continues to emerge and grow in the form of online harassment and cyberbullying targeting activists and organizations. Abusive messages, threats, and attempts to discredit their work have become commonplace, creating a distressing effect that silences crucial voices and discourages others from speaking out. Often, these threats extend beyond the virtual world, manifesting as physical intimidation and violence. These factors combine to create a significant sense of vulnerability for GJGR organizations and groups. Compounding this vulnerability is the limited availability of resources and expertise to develop robust security protocols and risk mitigation strategies. This lack of capacity leaves them further exposed to threats and harassment, ultimately hindering progress towards achieving gender justice in Lebanon.

OBJECTIVE OF THE CALL: SUPPORT FOR PROTECTION AND SAFEGUARDING

Oxfam aims to hire an expert consultant/consultancy firm to design and deliver protection strategies aimed at **enabling the Protection and Safeguarding of Gender Justice efforts**, and to alleviate the pressure on organizations and groups facing such challenges. The program will provide support for the development and implementation of effective strategies to enhance safety and security, allowing them to continue their critical work.

EXAMPLES OF POTENTIAL SUPPORT AREAS THAT CAN BE OFFERED

- **Capacity Building:** Training workshops on digital and physical security, risk assessment, and self-care practices.
- **Security Protocol Development:** Assistance in creating tailored protocols that address specific threats and vulnerabilities faced by the applicant.
- **Advocacy Support:** Resources to raise awareness about the safety risks faced by GJGR defenders and advocate for stronger legal and policy frameworks for their protection.
- **Knowledge Sharing and Peer Learning:** Safe Platforms for connecting with other organizations and groups to share best practices and learn from each other's experiences in addressing threats and risks.
- **Mobilising Grant Opportunities :** mapping out potential Funding to support the development and implementation of creative solutions to enhance safety and security in the context of GJGR advocacy.

TARGET AUDIENCE

Between 10 and 15 Local CSOs, informal groups, women's rights organizations, and LGBTQIA+ rights organizations, mapped by Oxfam, and actively working on GJGR issues in Lebanon, and currently facing increased safety and security risks due to their work.

MAIN DELIVERABLES AND TIMELINE

Phase	Activity	Deliverables	
Needs Assessment & Strategy Development			
Needs Assessment	Data collection through interviews, focus groups, and document reviews.	None	1-2
Needs Assessment	Analyze data and identify key trends and challenges.	Assessment Report	3-4
Strategy Development	Develop draft protection strategies for target CSOs in collaboration with them.	One draft strategy per targeted CSO/group of CSOs	5-7
Strategy Development	Finalize protection strategies based on CSO feedback.	Final strategy reports	8-10
Capacity Building & Implementation Support			

Training Development	Develop training materials and secure trainers for workshops on digital security, physical security, risk assessment, self-care, and advocacy for protection.	Training materials	10-12
Capacity Building	Conduct training workshops for target CSOs.	Training workshops	13-14
Knowledge Sharing	Organize workshops or online platforms for CSOs to share best practices and learn from each other's experiences.	None	15-16
Monitoring & Evaluation and Reporting			
M&E Framework	Develop a framework to track the progress and impact of the intervention.	None	1-16
Monitoring	Conduct a monitoring exercise to assess effectiveness and identify areas for improvement (interviews, surveys, document reviews).	Monitoring and Evaluation Framework	1-16
Evaluation and Reporting	Analyze data and prepare a monitoring report.	final Consultancy Report	16-20

CONSULTANT SELECTION CRITERIA & APPLICATION PROCESS

The consultant for this project needs to demonstrate expertise in the following areas:

- **Gender & Human Rights:** Deep understanding of gender justice issues in Lebanon, particularly challenges faced by GJGR organizations.
- **Protection & Security:** Proven experience developing and implementing protection strategies for CSOs, with expertise in digital security, physical security, risk assessment, and self-care practices.

- **Capacity Building:** Experience designing and conducting effective training workshops for youth and women structures.
- **Monitoring & Evaluation:** Ability to develop frameworks and conduct data collection/analysis to track project impact.
- **Additional Skills:** Excellent communication, writing, cultural sensitivity, and experience working with NGOs.

Interested applicants are expected to submit the following:

- A technical proposal detailing the methodology, tools, approaches, timeline and previous past experience
- A financial proposal
- At least one sample of a similar work done previously.

Applications should be submitted in English or Arabic to lebanonprocurement@oxfam.org.uk by midnight of July 10th, 2024, with the subject line **"Protection and Safeguarding for Gender Justice"**.