



Terms of Reference (ToR) for Consultancy

Gender Equality and Social Inclusion (GESI) Capacity Building

1. Background:

Asmae seeks to strengthen gender equality and social inclusion (GESI) within its partner organizations by enhancing their technical capacities in gender mainstreaming, improving protection mechanisms, and fostering gender equality and social inclusion among the organizations. This consultancy aims to implement key activities to ensure sustainable improvements in GESI integration.

2. Objectives:

The consultant will be responsible for:

- Conducting a technical capacity assessment for two partner organizations (NAHNOO and Nabaa) in terms of gender equality, mainstreaming and social inclusion.
- Designing and implementing capacity-building plans on gender and social inclusion.
- Providing tailored capacity building needed for each partner as per the assessment (Training, tools, policies, SoPs,...)
- Training trainers (ToT) among Protection and Gender staff on youth protection (YP), gender-based violence (GBV), and social inclusion.
- Strengthening and implementing protection mechanisms focused on GBV and inclusion.
- Improving both internal and external referral mechanisms for the partner organizations and ensuring their functionality.
- Evaluating the increased capacities of partners by the conclusion of the consultancy especially about gender mainstreaming, gender equality, and social inclusion.
- Providing coaching when needed.

3. Scope of Work:

The consultant will:

- Understand the background of Asmae, partners and the program,
- Conduct a comprehensive technical capacity assessment for NAHNOO and Nabaa regarding gender equality and social inclusion (GESI), gender mainstreaming and referral mechanisms.
- Develop and implement tailored capacity-building plans based on assessment findings, ensuring effective integration of gender and social inclusion principles.



- Provide targeted capacity-building support for each partner, including customized and tailored training, development of tools, and implementation of relevant mechanisms.
- Deliver training-of-trainers (ToT) sessions to Protection and Gender staff on youth protection (YP), gender-based violence (GBV), and social inclusion.
- Support partners in strengthening and operationalizing GBV protection and inclusion mechanisms, ensuring alignment with international best practices.
- Conduct a final evaluation to measure capacity improvements in gender mainstreaming, gender equality, and social inclusion, based on the set indicators.
- Facilitate the enhancement of internal and external referral mechanisms within partner organizations, ensuring effectiveness and sustainability.
- Monitor the functionality of the referral mechanism and provide ongoing coaching and technical guidance as needed.

4. Deliverables:

- Inception report outlining methodology and work plan.
- Technical capacity assessment report for both partner organizations.
- Training materials and facilitation of ToT sessions.
- Strengthened referral mechanisms and documentation of implementation.
- Final report summarizing activities, impact assessment, and recommendations, the measurement should be accurate and aligned with the project indicators.

5. Duration & Timeline:

The consultancy is expected to last for 3 months starting from April till July. A detailed timeline will be developed in coordination with Asmae and its partners.

6. Required Qualifications & Experience:

- Advanced degree in Gender Studies, Social Work, Human Rights, or a related field.
- Minimum of 5 years of experience in gender equality, social inclusion, and protection programming.
- Proven experience in conducting capacity assessments, training facilitation, and developing advocacy tools.
- Strong understanding of GBV protection mechanisms and referral pathways.
- Experience working in Lebanon or similar contexts.
- Excellent reporting and communication skills.



7. Application Process:

Interested consultants should submit:

- A technical proposal including methodology and work plan.
- A financial proposal detailing consultancy fees and associated costs.
- Company profile and/ or CV(s) of consultant(s) highlighting relevant experience.
- Samples of previous similar work.

8. Submission Deadline:

Applications should be submitted by February 28th, to hoda.daou@asmae.fr and pp-manager.lebanon@asmae.fr with the subject line: *GESI Capacity Building Consultancy Application*.