Feminist Power in Action for Women's Economic Rights

(FemPawer)

Terms of Reference (TOR)

To Contract Consultant(s)

for

Gendered Digital Literacy and Digital Rights and Security (training and coaching)

"Making Digital Space More Gendered and Inclusive"

Digital Rights, Security and literacy

"Digital rights are loosely defined as the right to access, use, create and share digital content free from restrictions posed by censorship, surveillance and laws silencing dissent."[1] Miller in a report about digital rights in Lebanon published by the Samir Kassir Foundation affirms the lack of official censorship that occurs in dictatorial regimes and notes the culture of freedom of expression however she brings into light the need to amend current laws that implicate Journalists and bloggers as cyber criminals and to deal with freedom of expression within the civil law rather than including it alongside cyber terrorism and other crimes as a crime punishable by the penal code.[2]

On the other hand, cybercrimes against women constitute a substantive threat, they are referred to as online gender based violence (OGBV) or electronic violence against women (EVAW). OGBV is defined as "any form of violence that is enabled by or perpetrated by using technology or a digital interface - specifically the internet or smart device. It can target one's gender, sex, or sexual orientation"[3]. Thus preventing combating and surviving online gender-based violence (OGBV) marks a significant challenge

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[1] Digital Rights - IFEX. Retrieved February 23, 2016, from https://www.ifex.org/digital_rights/ in Miller

[2] Miller, Anna Lekas, Digital Rights and Online Expression in Lebanon - a report, SKeyes Center for Media and Cultural Freedom, Samir Kassir Foundation, https://www.skeyesmedia.org/documents/bo_filemanager/Digital_Rights_in_Lebanon.pdf

[3] Source UN Women Asia Pacific - launch of the Youth Guide to End Online Gender-Based Violence Toolkit https://www.youtube.com/watch?v=cbmPTN0phYs

facing users of digital environment including social media, online platforms who are primarily young. Online gender-based violence take several forms: identity theft, online sexual harassment and bullying, sextortion, zoom bombing, doxing, cyber stalking, cyber flashing as well as online threats and blackmailing[4]. In a recent study conducted in the Arab region (2022) by UN Women – 60 percent of women respondents reported exposure to online violence, the most prevalent forms are unwanted sexual images(43%), followed by unwelcome communication 38 %, followed by insulting messages (35%). In Lebanon 11% of women are exposed to online violence and 25% of men disclose that they have perpetrated online violence.[5]

In Lebanon, and according to the General Directorate of the General Security, the different forms of cybercrimes recorded against women and girls include: Online harassment, sextortion, extortion, defamation threats, degrade and defame, electronic identity theft including social media accounts, emails among others. These crimes have led to dire consequences of women and girls lives. In 2019 alone two girls committed suicide and another one attempted to, as a result of cyber blackmail.[6]

"numbers of the reported cases on cyber-crimes against women and girls only:

There were 1123 reported cases in 2018, and 1270 reported cases in 2019, 315 reported cases until the end of March 2020. Numbers indicate that women and girls of all age ranges are prone to be victims of cyber-crimes, where the age ranges that reported online violence were 12 to 55 years old.

– Most of the cybercrimes targeted young women, the percentage of cyber-crimes committed against girls, age 12 to 26 years, was 41%, while those 26 and above reached 27%."

(source: https://www.fe-male.org/archives/13108 - Fe-Male Launches "Screens Do Not Protect" National Campaign)

Official mechanisms for Digital security in Lebanon are present within the domain of the Internal Security Forces agency which has a structure that receives reports of cyber assaults, collects information and

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[4] Source UN Women Asia Pacific - launch of the Youth Guide to End Online Gender-Based Violence Toolkit
https://www.youtube.com/watch?v=cbmPTN0phYs

[5] UN Women (2022) Violence Against Women In The Online Space: Insights From Multi-Country Research In The Arab States

[6] violence https://www.isf.gov.lb/ar/cybersecurity. Information about cyber violence was obtained from Internal security forces

provides public education about cyber violence https://www.isf.gov.lb/ar/cybersecurity. Information about cyber violence was obtained from Internal security forces.[7]

There is further evidence regarding a basic gap in digital literacy, Anni Joukoulian notes a gap in technological skills among Lebanese youth especially those who do not have access to university education compared to high school [8] this accentuates the need for digital literacy for young women in marginalized and deprived areas or those who are enduring cultural barriers that deprive them from effective use of the digital platform.

1.1 Program Background

The Program MENA Feminist Power in Action for Women's Economic Rights (FemPawer) aims to strengthen young women who face multiple discrimination of economic gender-based violence (E/GBV) in the MENA specific countries (Jordan, Lebanon, Palestine, and Tunisia) to be leaders for change by holding duty bearers accountable toward Women Economic Rights (WER) and improve conditions for young women in the informal sector.

FemPawer aims at building the capacities of Women Rights Organizations (WRO) and Young Women in lobby and advocacy (in the field of economic gender-based violence and WER), aiming at improving the gender responsive accountability mechanisms of duty bearers. The Program promotes inclusive collaboration through providing small grants to partner organizations (POs), capacity development, networking and creating coalitions opportunities and lobby and advocacy related actions. The inclusive partnerships are the backbone of the Program and is intended to be applied also among POs, across PO lobby and advocacy work, as well at Consortium level. A total of 14 POs have been supplied with sub-grants in Lebanon.

1.2 About CRTDA

CRTDA is an independent not for profit feminist non-governmental organization based in Lebanon and works nationally, regionally and globally through partnerships. CRTDA works towards transforming the lives of women and girls in Lebanon, the region and globally within the framework of social justice with a focus on gender equality.

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[7] (source: https://www.fe-male.org/archives/13108 - Fe-Male Launches "Screens Do Not Protect" National Campaign)

[8] Joukoulian, Anny (not dated) Literacy in Lebanon in the New Millennium CALR Linguistics Journal Center for Applied Linguistics Research Arab Open University issue 11, refer to https://web.aou.edu.lb › Pages › calr-issue-11

CRTDAs work revolves around processes of strengthening human capacities with a focus of providing women and girls in particular with the necessary tools to exercise their agency at the private as well as at the public sphere. These processes involve knowledge generation and compilation, sharing skills and knowledge with individual women, and men through training, and communicating to the public at large through dissemination of knowledge and through advocacy strategies.

CRTDA is a learning environment and applies formal as well as informal methods of monitoring and evaluation to arrive at the most potent strategies to conduct the work and achieve the specified objectives of projects and programs.

Vision:

CRTDA as a feminist organization works towards a gender inclusive society where social justice and gender equality are practiced in the public as well as the private spheres. CRTDA looks with optimism towards witnessing a generation of women and girls who are empowered and equally participating in decision-making in the public sphere as well as in the private spheres in Lebanon and the region and globally.

Mission Statement:

CRTDA's work revolves around processes of strengthening human capacities with a focus of providing women and girls in particular with the necessary tools to exercise their agency at the private as well as at the public sphere. These processes involve the following:

1- Knowledge generation and compilation,
2- Sharing skills and knowledge with individual women, and men through training,
3- Communicating with the public at large nationally, regionally and globally through dissemination of knowledge and through advocacy strategies.

CRTDA's activities are designed to contribute towards the achievement of SDGs through the focus on goal 5 - Gender Equality – "Achieve gender equality and empower all women and girls" and regarding this as a core value of focus that governs its operations.

CRTDA commitment and values

CRTDA,
- values the human person in a gender inclusive way. This constitutes the basis of commitment to principles of human rights as identified in the human rights instruments.

- is committed to a culture of learning through collaboration, framed by the principles articulated in the declaration of human rights.
- is committed to the core value of transparency in work performance and conducting relationship with other organizations.
- as an organization is accountable apart from government and funder to employees. CRTDA has a specific policy on employee protection (Whistleblower) policy
- is committed to integrity among the team and in conducting relations with partners
- is committed to practicing teamwork and considers it an essential component of the organizational culture and the internal organizational environment. Horizontal leadership that is transmitted through capacity building is a cherished value in CRTDA team members.

2. Purpose of Assignment:

1) Conduct context-based capacities assessment and analysis in the topics of digital rights, literacy, and security among POs and the Shabbat Riyadiyyat network (Young Women Champions)

2) Develop the curriculum and tool kit accordingly with a focus on the young women.

3) Implement training workshops for a total of 48 participants, (five days each workshop), targeting 16 participants (same participants in both workshops).

4) Conduct assessment of learning and implementation of coaching sessions for partner organizations (POs)

5) Produce report and finalized toolkit that is relevant to POs and Shabbat Riyadiyyat Network (Young Women Champions) including recommendations on way forward.

Tasks:

Train **young women** from Partner organizations **(14 organizations – focal points) and young women network (Shabbat Riyadiyyat**) in the areas of digital literacy, digital rights, and digital security, with the overall aim of strengthening their knowledge and technical capacities in these areas as well as making digital space more gendered and inclusive.

Develop protection mechanisms/ strategies to enable and sustain activism given the increasing GBV online (OGBV) experienced by young women, as well as surveillance targeting local organizations, online threats targeting online users, and other expressions of shrinking digital space,.

Increase engendered knowledge on digital literacy, digital rights and enhance digital security, behavioral and mitigation strategies for online activism,

CRTDA intends to conduct three training modules as follows:

First training module: digital literacy - the aim is to promote digital literacy and inclusion through acquiring/ strengthening basic knowledge and skills relevant to navigating the digital environment.

Second training module: **engendering digital rights** – the aim is: 1. gain knowledge and skills relevant on basic topics in digital rights. 2. raise awareness on the digital rights for the young women as means to support advocacy strategies and related action plans.

Third training module - digital security - the aim is to increase gendered awareness and technical capacity on digital security of young women focal points from partner organizations (POs) as well as from Young Women Champions 'Shabbat Riyadiyyat' ; through

> a) Establish adequate digital security and behavioral protection/ mitigation strategies for online activism;

> b) Share principles and strategies on how to best address behavioral changes in communities perception on young women's online activism;

Following the delivery of trainings, consultants are expected to provide 9 one on one sessions with POs and PO networks targeting **POs focal points as well as the focal points from the young women champions – 'Shabbat Riyadiyyat' -** in order to provide tailored support based on needs assessment conducted.

3. Consultant/s Tasks:

1. Assess the capacity and status of the targeted POs and the Shabbat Riyadiyyat network in order to develop an intervention plan that responds to the tangible needs of the trainees

2. Develop and designed the training curriculum (Manual)

3. Develop a clear plan of intervention identifying the proposed activities and the expected results of the intervention.

4. Conduct three module training sessions as detailed in the previous paragraph.

5. Provide one on one coaching sessions to POs and to Participants from Shabbat Riyadiyyat.

6. Plan and collect data for monitoring and evaluation (attendance sheets, pre and post assessment of the trainees, qualitative feedback from participants: Explanations how digital training for WROs and young women have increased their online protection, etc.)

7. Provide a detailed report about the training and coaching sessions including a section about the findings of the assessment and how the interventions responded to the gaps listed in the assessment.

4.Qualifications:

- Previous experience with women empowerment

- A Masters degree in IT

- Proven and documented experience in developing and designing digital curricula, manuals

- Proven and documented experience in developing and training in: digital literacy, digital rights and security plans including engendering digital security field.

- Engagement with the Lebanese context, Gender mainstreaming and Women Rights Organizations

- Flexibility to work with participants with variety in levels of knowledge

5.Deliverables:

- Working Plan (Inception Report) including the methodology and time frame in Arabic and English

- Assessment Report of the training needs of POs in Arabic and English

- Training curriculum/materials in Arabic and English language

- Training Manual in Arabic and English Language

- Report of proceeding of Three module Training workshops

- Report on Proceeding of coaching sessions

- Additionally, the consultant/s (firm) should provide evaluation report including recommendation for way forward **in Arabic and English**

6.Implementation time frame:

1. To conduct the assessment and the designing and developing the training curriculum/ manual 2 months (June, July 2023)
2. To conduct the training modules from August 2023
3. To conduct the coach sessions from September and October 2023

7.How to apply:

This call is open for consultants and organizations. Interested applicants should send the following:

- A technical proposal - should include: organization or firm profile, Methodology, working team, working team CVs, at least two samples of similar work, quality assurance plan, implementation plan with time frame.
- A financial proposal - should include break down budget including consultants and trainers' fees per working day (8 hours), including their transportation and accommodation if needed.

8.Evaluation criteria:

A. **Technical evaluation (80%)** :
B. Methodology 20%
C. Past experience in the field of digital rights and engendering the digital security training (capacity building) and digital security plans including curriculum and training manual development (35%).
D. Profile of applicant(s), and their expertise in the same field of the assignment (25%)
E. **Financial evaluation: (20%)**

Submission Deadline extended to: **May 31st, 2023**

Kindly Send the application to   akhalidi@crtda.org.lb – subject Digital literacy, Digital rights, Digital security proposal till **May 31st, 2023**

For clarifications, you can email to akhalidi@crtda.org.lb – subject Digital literacy, Digital rights Digital security proposal till May 20th, 2023