



STUDY ABOUT MASCULINE IDENTITY AND MEN'S ROLE IN THE SOCIETY OF GAZA STRIP,  
PALESTINE.

**TERMS OF REFERENCE<sup>1</sup>**  
**(ToR)**

- Country/Mission: Occupied Palestinian Territory (oPt)
- Location: Jerusalem and Gaza
- Expected starting date: 03/2018
- Duration: 1.5 months
- Under the supervision (mission):
  - Line manager: MEAL Coordinator and Technical Coordinator
  - Functional manager: Program Technical Coordinator
- Financed by: JBAF (ACCD)

**CONTEXT**

The living conditions of the population in Gaza (approximately 2 million people) have increasingly deteriorated due to the recurrent wars, the political instability and 10 years of blockade, resulting in the lack of access to adequate infrastructure, natural resources, basic services and accessing the Right to Work. These challenges are affecting women, in particular, due to the nature of the hierarchy of the Gazan family traditionally places men in a dominant and protective position, with women as dependents. Idealized norms see men as protectors of the family earning a living in the public sphere, and women and girls functioning in the domestic sphere (managing household production and reproduction). In reality, these relationships are more fluid with many gender roles existing side by side. The effect of the Israeli-Palestinian conflict has been extensive on relationships between men and women, moderating social behaviour and gender relations. The economic collapse has modified and undermined the traditional role of men as primary provider for the family.

- Due to the important role of “care takers” played by women in all Gazan families, women’s resilience and coping strategies are central in supporting households. This, however, entails a considerable change and an increased burden for women<sup>2</sup>. Limited household access to water and electricity has significant implications for women's and girls' burden of care, health, time spent collecting resources and ability to generate income, given the strict division of labour between women and men within households. Water and sanitation issues also affect girls' enrolment and protection needs in schools (UN, 2015).
- The approach of Islamic law and treatment of women’s rights in Gaza is often justified on the basis of protection of women, their security and their dignity. However, women are subjected to restrictive personal status laws, which retain discriminatory provisions related to marriage,

<sup>1</sup> This study is part of the project “Promoting the Inclusion of Women and Youth in Peacebuilding through enhancing Livelihoods Initiatives to Foster Entrepreneurship and reducing cultural violence”, implemented by Action Against Hunger and funded by ACCD (Catalan Agency for Development Cooperation).

<sup>2</sup> This information has been taken from UN WOMEN IN PALESTINE NEWSLETTER, ISSUE 10,2014

divorce, and child custody, consequently severely restricting their Human Rights. These discriminatory laws and traditions also reduce their economic autonomy and making them more vulnerable to poverty than men.

- GBV continues to be a significant problem in the Gaza Strip, seriously undermining human rights and security, and impeding social and economic development for women, and creating a space in which youth are taught that negative expressions of masculinity are accepted by society.
- While women have continued to participate in a range of roles in the political realm, they remain underrepresented in formal decision-making bodies and processes. Additionally, boys are more likely to drop out at both the secondary and tertiary levels; nevertheless, girls' higher educational achievements have not translated into improved employment experience.

## INSTITUTIONAL BACKGROUND

### ▪ ACTION AGAINST HUNGER

Action Against Hunger has been working in the occupied Palestinian territory (oPt) since 2002, aiming to reduce vulnerabilities and respond to humanitarian needs; in addition to protecting and strengthening the resilience of Palestinian communities.

The situation for the population in the Gaza Strip has increasingly deteriorated after the most recent war in August 2014 and ten years of blockade which has resulted in a lack of access to natural resources, basic services and income opportunities.

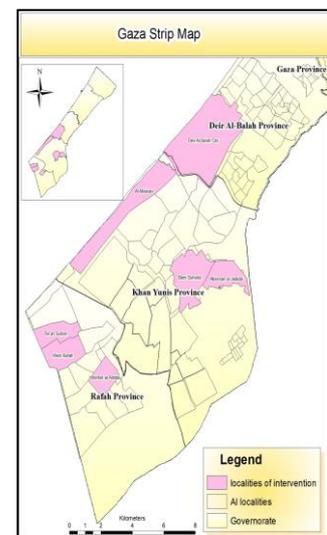
In the West Bank, severe restrictions and limited access of the Palestinian population to water, adequate housing, land and livelihoods severely hampers the socioeconomic growth of Palestinian communities. There are also alarming protection concerns that need to be addressed.

As part of our global approach on nutrition security, we intervene in a number of thematic sectors. We believe it is essential to integrate protection into all our interventions to ensure provision of basic services to vulnerable populations, aiming also to achieve gender equality. Among other sectors, we implement WASH projects in cooperation with local partners and communities. We focus on improving water access and water quality, and responding to water scarcity in times of drought and conflict. In the FSL sector, our projects aim to provide viable and sustainable sources of income and livelihoods opportunities.

Action Against Hunger is also actively advocating for the respect of International Humanitarian Law (IHL) and International Human Rights Law (IHRL).

Our FSL programming in **Gaza** aims at improving the socio-economic status of vulnerable Gazans through increasing access to sustainable livelihood opportunities.

- Support to the agricultural sector: rehabilitation of greenhouses and irrigations systems, distribution of agricultural inputs and provision of training, cash for work.
- Women economic empowerment: enhance access to income opportunities and greater involvement on decision making processes at community level through women cooperatives and the establishment of small businesses. Particular focus on female single-headed households.



## DETAIL OF THE ACTION

This study is part of the ongoing project *“LIFE Palestine: Promoting the Inclusion of Women and Youth in Peacebuilding through enhancing Livelihoods Initiatives to Foster Entrepreneurship and reducing cultural violence”*.

The proposed intervention aims to promote the inclusion of vulnerable and marginalised rights holders (women and youth) into Peacebuilding initiatives by developing their skills and capacities through livelihoods initiatives, working on a dual approach to simultaneously address soft skill enhancement and small business establishment in an environment of extremely high unemployment.

**TABLE 1: PROJECT SUMMARY IMPLEMENTED BY ACF**

<b>Title of the Action</b>	“LIFE Palestine: Promoting the Inclusion of Women and Youth in Peacebuilding through enhancing Livelihoods Initiatives to Foster Entrepreneurship and reducing cultural violence”
<b>Objectives</b>	<ul style="list-style-type: none"> <li>- <u>Principal objective</u> Increase Peacebuilding opportunities through the enhanced socioeconomic inclusion of vulnerable and marginalised women and youth by promoting dialogue, leadership and skills based enhancement, and the involvement of men in reducing Gender Based Violence.</li> <li>- <u>Specific objective</u> Promote the Right to Peace in the Gaza Strip through the enhancement of a comprehensive Right to Work Approach that augments social cohesion and inclusion of marginalised vulnerable women and youth, while promoting male involvement in the eradication of VAW.</li> </ul>
<b>Results and activities</b>	<p><b>R1: Confidence levels, leadership skills, and managerial capacities of relevant rights holders in the Gaza Strip are enhanced.</b></p> <ol style="list-style-type: none"> <li>1. Develop and publish Life Entrepreneurship Manual.</li> <li>2. Conduct Entrepreneurship Shuttles; further develop business ideas and management skills for youth.</li> <li>3. Conduct continuous mentoring and coaching of newly established and existing entrepreneurs.</li> <li>4. Provide support to Business Plan development</li> </ol>
	<p><b>R2: The Right to Work is heightened in the Gaza Strip through the development and establishment of 130 Women and Youth Led Businesses.</b></p> <ol style="list-style-type: none"> <li>1. Submit and approve business plans for new businesses run by female and male youth.</li> <li>2. Submit and approve business plans for the expansion of second round women led businesses previously supported by ACF.</li> <li>3. Approve/distribute funds to 130 businesses.</li> </ol>
	<p><b>R3: Comprehensive study on Masculine Identity is conducted in order to create dialogue amongst duty bearers and rights holders on young men’s roles in reducing Violence Against Women.</b></p> <ol style="list-style-type: none"> <li>1. Conduct In-depth analysis on the differences between men and women in the Gaza Strip, and their respective roles and responsibilities and a preparation of a manual on how to redefine masculine identity.</li> <li>2. Conduct baseline/ endline measurement to review the impact of the masculinity training course on programme right holders.</li> <li>3. Awareness-raising and incidence action on “new masculinities” in Barcelona.</li> </ol>

## OBJECTIVES AND OUTCOMES EXPECTED

### ▪ General objectives

The general objectives are as follows:

- A. To analyse how male identity and stereotypes in the Gaza Strip affect the manner in which men engage with concepts of gender roles and their consequent impact on women.
- B. To describe the social structure who support the social phenomenon of distinguishing males and females based on a set of identity traits.

### ▪ Specific objectives

The specific objectives are as follows:

- A. To develop a practical methodology and action plan to launch, with the right holders, an open discussion about their perspectives on masculine identity, and how their social roles and responsibilities impact women.
- B. To develop a full package of training topics in order to promote a male attitude towards open acknowledgement of the gender profiles is an important step in reaching gender equality in Gaza strip.
- C. To provide relevant information, knowledge and practical tools, taking into account the context of Gaza, to support the inclusion of people at risk of social exclusion; like women and youth.

## METHODOLOGY

The methodology applied by the consultant must be based on the action research approach. Action research can be defined as “an approach in which the action researcher and a client collaborate in the diagnosis of the problem and in the development of a solution based on the diagnosis” (Bryman, A. & Bell, E, 2011). In other words, one of the main characteristic traits of action research related to collaboration between researcher and member of organization in order to solve the problems raised. (<https://research-methodology.net>)

The study will be for 1.5 months with the consultant based in Gaza. An effective communication channel will be developed with Technical Coordinator, MEAL Coordinator and Country Director at national level. The main methodological steps to achieve the objectives are as follows:

**TABLE 3: MAIN METHODOLOGICAL PHASES**

Main phases	Tasks
<u>Phase 1:</u> Desk Review.	<p><u>Such as:</u></p> <ul style="list-style-type: none"> <li>✘ Understanding Masculinities: International Men and Gender Equality Survey – Middle East and North Africa (IMAGES MENA)</li> <li>✘ Review of existing documentation and methodologies available from the Action Against Hunger Network</li> <li>✘ Other pertinent and relevant documentation.</li> </ul>
<u>Phase 2:</u> Kick off and clarification meeting.	<ul style="list-style-type: none"> <li>✘ A meeting between Action Against Hunger coordination team (Technical Coordinator, MEAL Coordinator, Country Director at Jerusalem Office) and the recruited consultant in order to: <ul style="list-style-type: none"> <li>○ Introduce staff involved in the intervention</li> <li>○ Clarify all details (doubts and FAQ) of the mission).</li> </ul> </li> <li>✘ Fine-tune the final work plan.</li> <li>✘ Travel to Gaza to meet with the team (Head of Base, FSL Programme Manager, FSL HoP) to review the methodology of the consultancy and finalise the work plan.</li> </ul>
<u>Phase 3:</u> Field Work.	<ul style="list-style-type: none"> <li>✘ Meetings and movement plan have been also arranged.</li> <li>✘ Visits to communities, partners and other organization at Gaza level.</li> </ul>

	<ul style="list-style-type: none"> <li>✘ Interviews and focus groups to be organized in order to define the pertinent elements and understand the male attitude towards gender equality in Gaza strip.</li> <li>✘ Work together with FSL programmatic staff to define the key elements and topics about masculinity, and how to reinforce it within responsibility holders and duty bearers in Gaza strip.</li> <li>✘ A workshop with the team to present/exchange the findings of the work done.</li> <li>✘ At this stage, additionally, the consultant must allocated time to conduct meeting and interviews with specialists and pertinent stakeholders on masculinity and gender equality.</li> </ul>
<u>Phase 4:</u> Cleaning and analysis of the information.	<ul style="list-style-type: none"> <li>✘ All information has to be gathered and analysed according to the following elements: <ul style="list-style-type: none"> <li>○ Male attitude and masculinity toward gender equality in Gaza strip.</li> <li>○ Mechanisms to improve dialogue amongst duty bearers and rights holders on young men’s roles in reducing Violence Against Women in the Gaza Strip.</li> <li>○ How to promote social changes that reduce the marginalization of specific rights holders, which systematically are excluded from participating in the social life.</li> </ul> </li> </ul>
<u>Phase 5:</u> Reporting	<ul style="list-style-type: none"> <li>✘ A final document covering all objectives of the study will be prepared. This document has to contain at least: <ul style="list-style-type: none"> <li>○ A guideline with a practical methodology and masculinity actions in order to work in the field with the right holders.</li> <li>○ Key elements and topics to be covered by the masculinity approach when it comes to train right holders.</li> <li>○ A training for existing and newly recruited FSL programmatic staff and local partner staff on the methodology and implementation of the approach, in order to support the inclusion of people at risk of social exclusion in Gaza Strip.</li> <li>○ A proper presentation of the results will be conducted at Barcelona (Spain) level with authorities, stakeholders and key partners of AAH as well.</li> </ul> </li> </ul>

#### TIMEFRAME AND LEVEL OF EFFORTS

The study should start by the beginning of March (2018) to end by the middle of April (2018). As mentioned above, a detailed schedule will be developed by the consultant selected and approved by Action Against Hunger.

**TABLE 4: GENERAL TIMEFRAME**

Activities/Phases	2018					
	March				April	
	W1	W2	W3	W4	W5	W6
Desk Review.						
Kick off and clarification meeting.						
Field Work						
Cleaning and analysis of the information.						
Reporting						

## DELIVERABLES

- A document containing guidelines and practical methodology about masculinity actions in order to work on the field with the project right holders.
- A document containing the training and capacity building about masculinity activities plan has been developed and shared with the Action Against Hunger team.
- A tool box and trainings material (presentations, training tools) of the masculinity approach developed and adapted to Gaza context.
- Tools to integrate the masculinity approach in all steps of project management (needs assessment, design, implementation, etc.).

## SELECTION OF THE OFFERS

The company or consultant shall submit technical and financial offers demonstrating the proposed methodology, experience, and CVs of the team as the proposed time schedule. Offers received from potential companies/consultants will be analyzed and scored as described in table below:

**TABLE 5: SCORE AND MARKS**

Aspects to be evaluated	Indicators to keep	Marks
Methodology	Relevance of the proposed methodology to cover study's objectives and scope	15 points
	Relevance of the proposed methodology to address Action Against Hunger work	14 points
	Coherence of the methodology	7 points
	Timetable consistency	7 points
<b>TOTAL 1</b>		<b>43 points</b>
Company/consultant profile	Qualification of the consultant	15 points
	Experience of consultant in similar fields	15 points
	Documented experience of the company on similar studies and services	27 points
<b>TOTAL 2</b>		<b>57 points</b>
<b>GT (T1+T2)</b>		<b>100 points</b>

\* Action Against Hunger will sign a contract with the company/ consultant who will obtain the higher mark.

## CONSULTANT PROFILE

- Required Qualifications:
  - University degree in social sciences, public health, law and diplomacy, political science, psychology and sociology with experience / expertise in the following areas: men and gender equality, men's engagement in conflict and post-conflict, protection and advocacy.
  - Extensive technical specialist experience in masculinity and men's health, gender-based violence and comparative education.
  - At least 10 years of progressively experience providing leadership on programming, research, and advocacy to advance gender equality and gender justice, particularly in the area of engaging men in a discussion about masculinity, social roles, women's economic empowerment, human rights and protection or related thematic areas of work.
  - Inter-personal and communication skills with team work attitude.
  - Excellent analytical and writing skills.
  - Capacity building and training expertise.
  - Full English proficiency.

## CONTACTS

- Action Against Hunger –oPt Mission:
  - Gonzalo Codina  
Country Director  
[gcodina@pt.acfspain.org](mailto:gcodina@pt.acfspain.org)
  - David Makin-Taylor  
Technical Coordinator  
[dmakin-taylor@pt.acfspain.org](mailto:dmakin-taylor@pt.acfspain.org)
  - Suzanne Takkenberg  
MEAL Coordinator  
[stakkenberg@pt.acfspain.org](mailto:stakkenberg@pt.acfspain.org)