

## **Terms of Reference**

### **Gender & Conflict Analysis**

***Supporting Civil Society Organizations and Media to  
foster community resilience and social cohesion***

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## 1. Context

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Over the past two years, the situation in Israel and Palestine has significantly deteriorated, with a marked escalation in violence, displacement, and humanitarian needs. Large-scale hostilities resumed in October 2023, resulting in civilian harm and significant destruction. Humanitarian access remains limited, and the space for civil society activity has narrowed in both contexts. Despite these challenges, Israeli and Palestinian organizations committed to peace and justice continue their work on the ground under growing political, administrative, and financial pressures.

In this context, the *Empowering Palestinian and Israeli Civil Society and Media* project led by Expertise France, in partnership with Canal France International (CFI) and with support from the European Union (EU), aims at **strengthening the role of civil society and media**. The project responds to the need for rapid response approaches that go beyond traditional models, which have often failed to address structural inequalities and entrenched power asymmetries. The overall objective of the project is to contribute to creating a more conducive environment for sustainable coexistence by strengthening Israeli and Palestinian civil societies and supporting independent media in advancing dialogue, mutual understanding, and collaboration.

## 2. About Expertise France

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Expertise France is the French international development cooperation agency, created in 2015. Expertise France is part of the Agence Française de Développement (France Agency for Development, AFD) in 2022. It designs and implements projects which aim to contribute to the balanced development of partner countries, in line with the Sustainable Development Goals of the 2030 Agenda.

EF's Stabilization and Resilience Unit has been implementing programs in crisis and conflict settings since 2013, positioning itself as a leading organization in supporting the recovery, stabilization, and resilience of vulnerable populations in fragile contexts.

## 3. The project

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Expertise France, with support from the European Union's Foreign Policy Instrument (FPI), is launching a 18-month project aims at **empowering Civil Society and Media to foster community resilience and social cohesion**. The project aims at strengthening the role of civil society and media, both historically underutilized in the mediation and peace processes between Israel and Palestine in spite of their critical role in empowering diverse voices across Gaza, the West Bank, and Israel. The project responds to the need for inclusive, justice-oriented approaches that go beyond traditional models, which have often failed to address structural inequalities and entrenched power asymmetries.

**The overall objective of the project** is to contribute to creating a more conducive environment for sustainable peacebuilding by strengthening Israeli and Palestinian civil societies and supporting independent media in advancing dialogue, mutual understanding, and collaboration.

**The project is structured around two sub-objectives** that focus on reducing immediate tensions and fostering gradual steps towards peaceful coexistence between communities in Israel and the oPT:

- **Sub-objective 1 (SO1):** to sustain and amplify the voices and actions of Israeli and Palestinian civil society - including community leaders, , youth, and women – through initiatives that promote dialogue, reduce tensions, and foster mutual understanding within their communities and amongst different communities.
  - *Output 1.1:* CSOs demonstrate strengthened capacity to lead and implement peacebuilding initiatives

- *Output 1.2:* Peacebuilders have strengthened resilience and access to trauma support, enabling sustained engagement in conflict-affected environments
- *Output 1.3:* Communities experience incremental progress toward peace through CSO-led collaborative projects and intra-community dialogue
- **Sub-objective 2 (SO2):** to support independent media actors in fostering a more pluralistic and informed public debate, combating disinformation, and facilitating collaboration with civil society to enhance peacebuilding efforts.
  - *Output 2.1:* Independent media actors maintain operational resilience and continue delivering unbiased information amidst external pressures
  - *Output 2.2:* Media actors produce and disseminate quality, fact-based information that counters disinformation and hate speech
  - *Output 2.3:* Palestinian and Israeli media stakeholders engage in exchanges, building trust and addressing shared challenges

The short-term vision of the project is **to reduce tensions and foster mutual understanding between Israeli and Palestinian communities by supporting civil society actors and independent media** in their efforts to support dialogue and counter dis/misinformation. By supporting local activists and CSOs, as well as independent media, the project aims to **lay the groundwork for de-escalation** and to **create safe spaces for open dialogue and action** that bring tangible, incremental progress toward reducing hostility, rebuilding trust, and promoting narratives that encourage coexistence.

The long-term vision is to foster **gradual steps toward peaceful coexistence by building resilient, empowered civil societies capable of leading sustained peacebuilding efforts**. The project seeks to create the conditions for enduring peace by cultivating relationships, strengthening the capacities of peacebuilders and supporting independent media actors which will be able in turn to enhance democratic liberal actors to influence, give citizens a voice and ask for accountability.

All supported initiatives will align with the vision of a two-state solution grounded in mutual security, justice, and respect for the rights and dignity of all communities. The project prioritizes **youth- and women-led initiatives**, as well as other **marginalized local voices**.

The project targets primarily **West Bank, Jerusalem, and Israel**, and may be expanded to Gaza depending on the context and the feasibility.

## 4. Objective of the Consultancy

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### 4.1 Purpose

In the context of this project, Expertise France is looking for a Consultant or a team of Consultants to lead a Gender & Conflict analysis for this project.

The analysis will inform the design, implementation, monitoring and evaluation of the project. It will identify the ways in which gender dynamics intersect with conflict drivers, vulnerabilities, and opportunities within the targeted context. It will inform the project's conflict-sensitive and gender-responsive approach, so that the initiatives supported under this project contribute to inclusive peacebuilding and the empowerment of women and marginalized groups in Israel and the occupied Palestinian Territories (oPT). The findings will serve as a key reference for decision-making, programming strategies, and the development of tailored interventions that address the intersection of gender inequalities and conflict-related risks.

### 4.2 Methodology

At a minimum, the methodology should include the following components:

**Desk Review:** Analysis of existing literature, project documents, reports, and relevant legal and policy frameworks related to gender, peace, security, and conflict in the target area.

**Stakeholder Mapping and Analysis:** Identification and categorization of key actors (governmental, civil society, community-based, and international) according to their roles, interests, influence, and relationships with gender dynamics and conflict drivers.

**Field-based Data Collection:** Conducting qualitative data collection through key informant interviews (KIIs), focus group discussions (FGDs), and/or participatory workshops with diverse stakeholders, ensuring representation across gender, age, ethnicity, socio-economic status, and conflict-affected groups. Where relevant, disaggregated quantitative data may also be collected or reviewed.

**Conflict and Gender Sensitivity:** Tools and techniques used must adhere to do-no-harm principles and be designed to ensure the safety, confidentiality, and informed consent of participants, particularly when discussing sensitive topics.

**Intersectional Analysis:** The analysis should go beyond binary gender categories and explore how intersecting identities (such as age, disability, ethnicity, religion, displacement status, etc.) influence individuals' experiences of conflict and peace.

**Validation and Feedback Loop:** Preliminary findings should be shared with key stakeholders (including project staff, partners, and community representatives) to ensure accuracy, contextual relevance, and to foster ownership of the recommendations.

**Action-Oriented Recommendations:** The final output should include concrete, practical, and context-specific recommendations for project design and implementation, including risk mitigation measures and opportunities for strengthening gender equality and social cohesion.

**Comparative coverage:** The consultant must explicitly compare findings across Israel, the West Bank, Gaza (if access permits), groups, highlighting differences and commonalities

The consultant(s) will adopt a mixed-methods approach, combining desk review, qualitative and quantitative data collection, and participatory validation. The methodology should explicitly include triangulation across sources and contexts) to ensure robustness and contextual balance. Ethical safeguards must address not only informed consent and confidentiality, but also psychosocial well-being of respondents and researchers, as well as safe data management. **The methodology should clearly explain how gendered and intersectional perspectives will be systematically integrated**, and how findings will be translated into actionable, context-sensitive recommendations.

**Adaptability:** In contexts where physical access is restricted (e.g. Gaza or West Bank), the consultant should propose remote data collection options (online interviews, diaspora representatives, partnerships with locally based enumerators). The consultant's technical proposal should detail the rationale for participant selection, recruitment strategies, and how the sample will ensure both diversity and representativeness within the constraints of the context.

The consultant will propose a detailed methodology including tools, sampling, risk mitigation, ethical safeguards, and triangulation strategy.

### 4.3 Expected Deliverables

Deliverable	Description	Format	Due Date (Indicative)
1. Inception Report	Outlines the Consultant's understanding of the assignment, proposed methodology, work plan, tools, and ethical safeguards. Includes risks and mitigation strategies related to the data collection.	PDF/Word (max. 10 pages)	Week 1

2. Data Collection Tools	All instruments for qualitative and quantitative data collection (e.g. interview guides, FGD guides, survey templates), aligned with EU ethical standards.	Word/Excel/Survey platform export	Week 2
3. Draft Gender & Conflict Analysis Report	Preliminary findings and analysis integrating gender and conflict perspectives. Includes emerging trends, risks, and gaps, with initial recommendations in the different contexts	PDF/Word (max 20 pages)	Week 6
4. Full Gender & Conflict Analysis Report	Final version of the report incorporating feedback from Expertise France, EU Delegation, and stakeholders. Includes executive summary, annexes, and recommendations.	PDF/Word (max 40 pages)	Week 8
5. Presentation deck to Stakeholders	Summary of key findings and recommendations. To be used during a validation or dissemination workshop with EU and local partners.	PowerPoint/PDF	Week 10

Once the draft is submitted and reviewed, Expertise France may decide based on the quality of the draft whether the consultant may be required to revise the draft, working closely with the Project Manager. Raw datasets are expected to be submitted to Expertise France along with the draft report. The report should be submitted electronically in a MS Word document. The consultant is responsible for English editing and formatting of the final report.

## 5. Expected Timeframe

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The Consultant is expected to start on November 3rd 2025. The timeframe for this consultancy spans until 9 January 2026 (2.5 month).

## 6. Required Profile

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- **Extensive experience in conducting Gender and Conflict Analyses**, particularly in fragile, conflict-affected or transitional contexts. Demonstrated ability to analyze the intersections between gender norms, power structures, and conflict drivers.
- **Proven capacity to conduct participatory gender and conflict analysis with civil society**, ensuring inclusive representation and context-sensitive adaptation across Israel, the West Bank, Gaza (if possible)
- **Strong thematic expertise in gender equality, peacebuilding, and social inclusion**, with a focus on how conflict and insecurity impact gender relations, and how gender dynamics can contribute to peacebuilding or exacerbate tensions.
- **Advanced research skills**, including the design and implementation of mixed-methods approaches. Proven experience in qualitative data collection (e.g. key informant interviews, focus group discussions) and analysis, as well as familiarity with participatory and intersectional methodologies.
- **Ability to apply a conflict-sensitive and gender-responsive lens** to all stages of analysis, from data collection to recommendations. Understanding of how to conduct fieldwork ethically and safely in sensitive environments, particularly with women, youth, and marginalised groups.

- **Experience working with a diverse range of stakeholders**, including local communities, women's organisations, civil society actors, and public institutions. Ability to build trust and ensure inclusive engagement, especially in divided or polarised settings.
- **Excellent analytical and writing skills**, with a proven ability to deliver clear, structured, and actionable reports that translate complex dynamics into practical recommendations.
- **Understanding of intersectionality** and how factors such as age, disability, ethnicity, religion, or displacement intersect with gender and conflict experiences.
- **Language skills**: Fluency in English is required. Proficiency in Arabic and/or Hebrew is an asset.
- **Contextual knowledge of the Israeli-Palestinian setting**, including relevant political, social, and cultural dynamics, as well as gender norms and conflict trajectories, is highly desirable.
- **Capacity for fieldwork** or close coordination with locally based researchers and enumerators to ensure grounded and representative data collection.

## 7. Application process

Interested candidates must provide the following:

- Technical proposal (max. 10 pages) outlining the understanding of the assignment, the methodology, the approach, a proposed timeline and the profile of the Consultant or the team.
- Detailed financial proposal including daily rates, field data collection, travels and any other expenses.
- CVs of the consultant(s)
- Two samples of past assignments.

Proposals must be submitted no later than 29 October 2025, 18:00 CET, through Expertise France portal.

## 8. Selection Criteria

The applications will be evaluated against the following criteria:

Evaluation Criteria	Sub-Criteria	Max Score	Weight (%)
<b>1. Technical Expertise and Qualifications</b>	<ul style="list-style-type: none"> <li>• Relevant academic and professional background in gender studies, conflict studies, international relations, political science, sociology or related fields</li> <li>• Demonstrated expertise in gender, conflict, and intersectionality</li> <li>• Strong contextual understanding of Israel and the oPt (social, political, gender dynamics)</li> </ul>	30	30%
<b>2. Methodological Approach</b>	<ul style="list-style-type: none"> <li>• Relevance, clarity, and feasibility of the proposed methodology</li> <li>• Use of appropriate mixed methods (qualitative and quantitative)</li> <li>• Ethical, gender-sensitive, and conflict-sensitive approach to data collection and analysis</li> </ul>	30	30%
<b>3. Relevant Experience</b>	<ul style="list-style-type: none"> <li>• Proven track record conducting Gender and Conflict Analyses or similar assignments in fragile/conflict-affected settings</li> </ul>	20	20%

	<ul style="list-style-type: none"> <li>• Experience working with civil society organisations, women's groups, and marginalised communities</li> <li>• Quality and relevance of previous deliverables (samples or references)</li> </ul>		
<b>4. Team Composition and Local Presence</b>	<ul style="list-style-type: none"> <li>• Complementary expertise of team members (if applicable)</li> <li>• Language capacity (English required; Arabic and/or Hebrew strongly preferred)</li> <li>• Presence in or access to the local context (e.g. partnerships with local researchers or institutions)</li> </ul>	10	10%
<b>5. Financial Proposal</b>	<ul style="list-style-type: none"> <li>• Cost-effectiveness in relation to the proposed methodology and level of effort</li> <li>• Transparency and coherence of the budget</li> </ul>	10	10%
<b>Total</b>		<b>100</b>	<b>100%</b>

## 9. Contact details

For any question related to this study, please contact **Gabrielle Malafosse**, Project Manager, Expertise France ([gabrielle.malafosse@expertisefrance.fr](mailto:gabrielle.malafosse@expertisefrance.fr)). Requests for clarifications are open until 22 October 2025, 23:59 CET.