

**Terms of reference**

**Iraq** **Mashreq Gender Facility**

**Consultant providing training for trainers of children with developmental delays or disabilities, including autism.**

**1- Background**

**Gender equality is smart economics, contributing to poverty reduction, strengthening resilience, and boosting shared prosperity**. Empowering women and girls have an intrinsic value and is instrumental to achieve more inclusive institutions, sound policies, and effective development outcomes.

**In the Mashreq countries of Iraq, Jordan and Lebanon important gains have been made in women’s access to education and health, but persistent challenges remain in women’s economic opportunities**. In the Mashreq countries, around 1 in 5 women work and less than 5% of firms are led by a woman. Legally, there are certain restrictions related to areas and tasks in which women can work in all three countries. Women also have less access to formal financial services. Furthermore, countries are faced with context-specific problems, especially in the face of fragility and conflict.

**Increased female economic participation would contribute to inclusive growth, and to help grow the middle class**. Closing the gender gap in labor force participation rates by 25 percent can boost GDP (PPP terms) by 9 percent in Lebanon, 10 percent in Jordan and 11 percent in Iraq (ILO 2018).

**The Mashreq Gender Facility, launched on January 19, 2019, in Beirut, Lebanon, provides technical assistance to the Mashreq countries to enhance women’s economic opportunities as a catalyst towards more inclusive, sustainable, and peaceful societies, where economic growth benefits all**. Through collaboration with private sector, civil society and development partners, the Facility supports government-led efforts, country level priorities and strategic regional activities that: (i) Strengthen the enabling environment for women’s economic participation; and (b) Improve women’s access to economic opportunities.

**The 5-year Facility (2019-2024) supports country level activities guided by government developed Action Plans under three, interconnected, pillars:**

i. Dialogue & Participation: building capacity and awareness at all levels, convening stakeholders across sectors and segments

ii. Data & Knowledge: country and regional data and analytics for evidence-based policies

iii. Innovating for Results: testing and assessing interventions to identify solutions and provide support to catalytic initiatives that boost women’s economic opportunities.

**Female labor force participation (FLFP) rate in Iraq is particularly low. The FLFP in Iraq now is (10.6 percent), compared with the male labor force participation rate (68.0 percent)[[1]](#footnote-1),** which can undermine the country’s potential to maximize economic growth. To respond to the challenge of low FLFP, the Mashreq Gender Facility (MGF) and the Government of Iraq (GoI) launched a national Women Economic Empowerment Action Plan (WEEAP) which has set the ambitious goal of increasing FLFP rate by 5 percentage points by 2024.

**Children with disabilities are one of the most disregarded and excluded groups in society.** They are facing daily discrimination in the form of negative attitudes, they are sometimes deprived from realizing their rights to healthcare, education, and even survival. In Iraq according to national survey for disabilities, about 1.3 million people are disabled, and 27.7 percent of total disabled people are under the age of 15[[2]](#footnote-2). Raising a child affects parents’ participation in labor market, especially among women. The pressure from work and care responsibilities is even stronger for parents of children with disabilities, particularly the mothers. Studies shown that caring for children with disabilities has a negative effect on mothers’ labour market participation, working hours and labour income. The more severe a child’s condition is, the more likely the mother was to work and earn less, or to stop working entirely[[3]](#footnote-3). In Iraq, the MGF is supporting the implementation of a government-led country work plan developed within the context of Iraq, inclusive of the Kurdistan region of Iraq (KRI). In the second workplan of Iraq 2021-2022, one of the main pillars focused on providing support to the challenges of childcare in Iraq and Kurdistan region.

**2- OBJECTIVES**

The Iraqi government requested to conduct an assessment to determine the requirements of trainers of children with special needs (focusing on autism centers), then provide training to the trainers of care providers on teaching skills to children with special needs under childcare pillar of MGF workplan – phase two. This request came due to the high number of disabled children in Iraq, and the increasing demand for specialized care providers for children with disabilities.

The purpose of this consultancy is to engage a consultant specialized in teaching skills to children with special needs (autism centers), and to provide two training courses (targeting 50 trainees) in Baghdad and Erbil to care providers specifically on childcare support to children with special needs in autism centers. As according to Iraqi MOLSA stakeholders’ information, the trainers of children in public autism centers who train autistic children lack access to new information and required skills, and they need refreshment courses and capacity building regularly.

**3- Key Activities and Deliverables**

Two training courses for trainers providing care to children with special needs (autism centers) belongs to Ministry of Labor and Social Affairs The consultancy will include below activities:

1- Conducting as assessment about the requirements of trainers of public autism centers, by conducting interview with the trainers and the care providers. Also, hold consultation sessions with stakeholders including government entities (MOLSA, child welfare committee, Ministry of Health, and related governorate representatives), to get information about the situation of the country in regard of disabled children, the services provided to them by government through specialized public childcare centers. Prepare assessment report and submitted to MGF team.

2- Deliver an inception report on the methodology and approach to conclude the activities below.

3- Develop training material for trainers of children with special needs based on the assessment conducted with them by the consultant (first point above) and after consultation with MOLSA related stakeholders and agreement with MGF team. The course may consist of below modules but not limited to: Stages of autism children’s growth and development, Different forms of autism in children, The basic needs of children with special needs, The basic elements of quality care and education for children with special needs especially autism cases.

4- Provide two training sessions for trainers of autism centers (25 trainer for each training) in Baghdad and Erbil, in cooperation with international and local civil society organizations.

5- Provide updates on consultancy progress to the Team Leader of the World Bank and the Mashreq Gender Facility Team - Iraq. Also, attending meetings with government representatives and World Bank team as requested.

6- All deliverables must be completed in English and Arabic languages.

7- Activities must be implemented in person in Iraq.

**Profile of the Consultant**

**Education:**

A university degree in Social Sciences, Social Education, Sociology, or related fields.

**Experience:**

- A certified trainer about training children with developmental delays or disabilities, including autism.

- Demonstrated knowledge and experience in undertaking analytical work, preparing guidelines and capacity building materials in related fields.

- Strong written and verbal communication skills, including the proven capacity to write reports and to build networks to obtain cooperation with partners.

- Familiarity with technical programmers and procedures, including experience working with international organizations, NGOs, private sector, and government institutions.

- Ability to work effectively in a team and excellent interpersonal skills; ability to work in a multicultural environment and to demonstrate gender-sensitive and non-discriminatory behavior and attitudes.

- Excellent computer/information application skills, including word processing, excel, power point etc. (MS Office suite).

**-** Excellent command of spoken and written English. Knowledge of Arabic language are preferred.

**5- ADMINISTRATIVE ARRANGEMENTS AND REMUNERATION**

The duration of the consultancy is a total of 25 days, spanning over the period August,2023, to June 2024. Remuneration for this Short-Term Consultancy will be determined based on the candidate’s experience and the Terms of Reference.

***For interested candidates, please send your CV to:*** Ms. Gharam Alkastalani Dexter [gdexter@worldbank.org](mailto:gdexter@worldbank.org), and Ms. Zheen Almukhtar, [zalmukhtar@worldbank.org](mailto:zalmukhtar@worldbank.org).

1. ILO: Iraq Labor Force Survey 2021 [↑](#footnote-ref-1)
2. Central Statistical Organization Iraq, National survey for disabilities (2016). [↑](#footnote-ref-2)
3. Impact of child disability on parental employment and labour income, BMC, (2022). [↑](#footnote-ref-3)