



25/03/2026

Terms of Reference: Consultant – Gender Audits

Project Summary

The OIL Programme / AID 012160 – Pilot programme to strengthen gender mainstreaming in Palestine – (hereinafter referred as ‘OIL) was approved by the Joint Committee for Development Cooperation of the Italian Ministry of Foreign Affairs and Development Cooperation on the 24th of August 2020 (decree n.53).

The Ministry of Women’s Affairs will ensure the effective implementation of good practices of gender mainstreaming in at least one of the three thematic clusters (tourism, industry and agriculture), defined by the Palestinian Authority as new areas of economic investment.

The **general objective** of the initiative is to contribute to the realization of gender equality in Palestine by strengthening institutional gender mainstreaming.

The specific objectives (SO) are:

SO1: To strengthen the capacities of the Palestinian gender equality machinery to effectively apply gender mainstreaming in the institutional processes of policy making, planning, budgeting and service provision, including with regards development cooperation interventions.

SO2: To implement gender mainstreaming in the agricultural thematic cluster by taking technology into consideration, particularly regarding the analysis, management and monitoring of qualitative and quantitative indicators.

Result

1.2. Identify and launch in-depth research into the gender analysis of the agriculture cluster, to act at the macro level with the formulation of appropriate policies, and at the micro level for the implementation of interventions.

Activity

1.2.3. Conduct Gender Audits for Rural Cooperative Unions and Saving and Credit Associations

Objective

The primary objective of this consultancy is to:

1. Develop a tailored gender audit framework for rural cooperative unions and saving and credit associations.



2. Conduct gender audits for at least five organizations to assess gender equality across thematic areas.
3. Identify entry points for adjusting internal by-laws and systems based on audit findings.

Deliverables

Tasks	Target Date
1. Signing and submitting work plan.	
a. Upon signing of contract, the consultant is expected to produce a detailed work plan of the assessment, to be undertaken and in line with the project's budget and timeline.	16 th of April, 2026
2. Meeting with Project Team	
a. Meeting with the Project Team to discuss the work plan	22 nd of April, 2026
b. Submitting implementation plan.	
3. Research and consultancy report. In English Language	
a. Submission of findings. Drafting of outcomes and converting it into an implementation plan for the following activities in English language	30 th of July ,2026

Terms of Reference and Specifications

The Consultant will conduct gender audits for rural cooperative unions and saving and credit associations over a period of 60 working days. The findings will be used to assess gender equality in key thematic areas and identify entry points for aligning internal by-laws and systems with gender-equitable practices. The work will be guided by the following specifications:

1. Work closely and in coordination with the Ministry of Women's Affairs and other relevant stakeholders.
2. Design a tailored gender audit framework that reflects international standards and adapts to the specific needs and contexts of rural cooperative unions and saving and credit associations.
3. Conduct comprehensive gender audits in organizations, collecting and analyzing data to evaluate gender equality across leadership, decision-making, resource allocation, and policy implementation.
4. Submit detailed audit reports for each organization and a consolidated summary report integrating key findings and recommendations. Include actionable recommendations to enhance gender equality and align internal by-laws and systems with audit outcomes.



5. The consultant is responsible to provide his/her technical expertise to produce the expected outputs.

Eligibility Criteria

To qualify for this consultancy, the candidate must meet the following requirements:

- A degree or higher in gender studies, sociology, economics, organizational development, or related fields.
- At least 7 years of experience in conducting gender audits, organizational assessments, or similar assignments
- Experience working with saving and credit associations is an asset.

Expected Deliverables

The consultant is expected to produce the following deliverables within the assignment's timeframe:

- Inception Report outlining the methodology, research tools, selection criteria for saving and credit associations.
- Gender Audit Framework: A finalized framework tailored to the needs of saving and credit associations.
- Work Plan: A detailed work plan approved by the Ministry of Women's Affairs.
- Audit Reports: Individual reports for each of the audited organizations, detailing findings and analysis.
- Consolidated Audit Report: A summary report integrating key findings and recommendations from all five audits.
- Final Report consolidating all findings, analyses, and recommendations, ready for approval and publication by MoWA and AICS

Activity Duration

This assignment is expected to be finalized at a maximum of 60 working days, starting from 20th of April ,2026, to July 30th , 2026.

Technical Offer

Consultant to have a strong experience in conducting nation-scale assessments, audits and consultancies.

Financial Offer

Financial offer must be submitted in a sealed envelope and includes the total cost in euros, inclusive of all types of taxes.

Submission Instructions



Interested candidates must submit the following documents by 9th of April, 2026 at 12:00 pm

Technical Proposal:

- A brief proposal (maximum 2 pages) outlining:
- Understanding of the assignment.
- Methodology and approach to deliver the expected outputs.

Financial Proposal:

A sealed financial offer in euros, inclusive of all taxes (income tax and VAT), detailing:

- Total consultancy fees.
- Breakdown of costs (if applicable).

CV:

- Detailed CV(s) of the consultant or team, highlighting relevant qualifications and experience.

Previous Work Samples:

- Examples of similar assessments or reports completed by the consultant.
- The financial offer must be submitted separately in a sealed envelope (if applicable).