

GENERATING REVENUE
OPPORTUNITIES FOR
Women & Youth
IN THE WEST BANK

Terms of Reference (ToRs) – Request for Proposal

Assignment Ref: (Com. 3: 07, 2022, Case Study Employability in RE)

ToRs for conducting a Case Study titled “Young Female Engineers Job Placement and Capacity Building: Road to Employability in the Renewable Energy Sector”

I. BACKGROUND: ABOUT COWATER INTERNATIONAL

With more than 35 years of experience, Cowater International is Canada’s global leader in management consulting services specializing in international development. We have managed the implementation of over 2500 projects in more than 95 countries around the globe for clients such as FCDO, DFAT Australia, the World Bank, and Global Affairs Canada. We work with governments, partner organizations, communities, and civil society to design and implement sustainable solutions that generate lasting social, economic, and environmental impacts. Our adaptive approach to management has led to our award-winning work and recognition as one of Canada’s Best Managed Companies for the past five consecutive years, (2017, 2018, 2019, 2020 and 2021). Cowater International Inc. (lead), in collaboration with the Palestinian Businesswomen’s Association (Asala), is implementing a 5-year project that aims to enhance economic empowerment and increase prosperity for low-income women and youth in the West Bank.

II. GENERATING REVENUE OPPORTUNITIES FOR WOMEN AND YOUTH IN THE WEST BANK (GROW)

The goal of the GROW project is to enhance economic empowerment and increase prosperity for low-income women and youth, particularly female youth, in the West Bank. The project seeks to achieve this by adopting a gender transformative approach aimed at recognizing, formalizing, and amplifying women’s existing roles in key value chains whilst promoting women’s increased decision-making and control over income, assets, and productive resources. This project will focus specifically on value chains, where the significant potential exists to empower women, including female youth, to move beyond their essential but largely unrecognized roles, ultimately contributing to their increased agency in both economic and social spheres.

The project focuses on three inter-related intermediate outcomes: I) reduced barriers to entrepreneurship faced by women; II) enhanced opportunities for women entrepreneurs to successfully establish and/or grow sustainable businesses; and **III) enhanced opportunities for female entrepreneurs, particularly female youth, to support the adoption of renewable energy in the olive and agro-food processing value chains.** To achieve these outcomes, the project is addressing several key challenges impacting women's entrepreneurship in the West Bank, including the prevalence of socio-cultural barriers and their associated impacts on women's household, community, and economic roles and status, and women's limited access to finance, business development support services, technology, reliable and affordable energy, skills development opportunities, and markets. **The general overview of GROW's renewable energy Component can be found in Annex 1.**

III. SCOPE OF WORK

As GROW is phasing out its activities in the 5th year of implementation, it wishes to document and assess its gender-responsive approach to women's technical skills development, capacity building and job placements within the West Bank's renewable energy sector, as well as capture lessons learned and share outcomes with the development community in the form of a final case study report. In doing so, it also wishes to document the results achieved with the view of enabling any future programming efforts by GAC and Cowater International to build on the successes and adapt approaches to maximize impacts.

The impact to be assessed and incorporated into the final case study report should include contributions to GROW's 3rd Component related to Renewable Energy, mainly focusing on:

- 1- Targeted young female engineers' preparedness for employment in the energy sector,
- 2- Jobs created whether as full employment or freelancing, and Social, economic, and environmental impacts of the program.

IV. APPROACH AND METHODOLOGY

The consultant(s) is expected to propose a suitable approach and research methodology for undertaking the assignment and drafting the case study report while ensuring a strong gender lens is utilized. In doing so, the methodology is expected to include:

1. Desk Research

Review of project documents such as annual operational and results reports.

2. Primary Research

Develop a list of key informant groups and carry out data collection using methods such as semi-structured interview, focused group discussions, available quantitative data, etc.

The indicative list of informants expected to be included can be found in Annex 2.

3. Case Study Report Writing

The consultant(s) is expected to develop a case study no longer than 30 pages including any visual illustrations but excluding annexes. A first draft for discussion should be shared with Cowater International in order to undertake any necessary adjustments.

Once a final case study report is finalized and accepted, the consultant is expected to develop and share a power point presentation to reflect the findings.

V. EXPECTED DELIVERABLES

The consultant(s) are expected to deliver the following:

1. Gender-sensitive inception report detailing the approach to carrying out the assignment, detailed plan and timeline, key tools, etc.
2. Full gender-sensitive case study report that is no longer than 30 pages including any visual illustrations but excluding any annexes in a very high standard of quality in the English language.
3. A power point presentation that reflects the findings.

VI. DESIRED EDUCATION AND QUALIFICATIONS OF THE CONSULTANT(S):

- BA degree or higher in development studies, monitoring and evaluation, economics, social sciences, engineering or relevant university degree.
- At least 10 years of experience in workforce development, technical and vocational training, capacity building for employment projects, or similar fields of technical assistance with the view of job creation.
- Demonstrated evidence of writing development case studies and managing similar assignments including delivery of well-written, logical, and evidence-based reports.
- Understanding of and sensitivity to gender concepts and gender-based barriers, preferably within the Palestinian context.
- Experience integrating gender considerations within research and report writing.
- Fluency in written and spoken Arabic and English is a must.
- Articulate communicator and writer.
- Knowledge of the renewable energy sector, particularly in the Palestinian context, is an asset.

VII. ASSIGNMENT SCHEDULE AND LOES ESTIMATES

The assignment is planned to take place starting mid-August 2022 and completed by end of September 2022.

VIII. BUDGET AND PAYMENT TERMS

Fees will be paid up based on submission and acceptance of the above deliverables. 100% of contract budget will be paid upon approval of the final report and updated annexes.

IX. PROPOSAL CONTENT

A. Technical Proposal:

- Approach and methodology for carrying out the assignment: Provide a comprehensive and detailed methodology on how the research will be designed and delivered, including the proposed tools to be used.
- Levels of effort: This should include a breakdown of the level of effort of each team member across the assignment.
- List of activities/tasks and who will implement them.
- CVs and qualifications of consultant(s), and consultant(s) experience in this field, especially any specific experience related to the assignment.
- In the case of a team, a list of key experts should be provided. This should include current and complete CVs of each team member.
- Detailed action plan and timeframe.

B. Financial proposal:

This should include the total budget for conducting the assignment. A detailed breakdown of the budget should also be provided as follows:

| Item | No. of units (days, CV's) | Price per unit (CAD) | Total Cost (CAD) |
|------|------------------------------|-------------------------|---------------------|
| | | | |
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- Companies should be able to issue zero VAT invoices, while costs of individual consultancy contracts will be subject to 10% tax deduction at source.
- **All prices should be in Canadian Dollars (CAD). Please note that we are not obliged to accept the overall package proposed by the bidder.**

X. EVALUATION CRITERIA

- Company/consultants experience in similar assignments: 40%
- Methodology and proposed topics for conducting the assignment: 30%
- Commercial Price: 30%

XI. SUBMISSION OF PROPOSALS

To apply, please send your proposal with the above-mentioned requirements to the following email: info@grow.ps, no later than 30th of July 2022, before 4:00 p.m local time.

When applying, please state the following in the email subject: **Assignment Ref: (Com. 3: 07, 2022, Case Study Employability in RE)**

If you have any questions or inquiries, please contact us at info@grow.ps We thank all applicants. However, only shortlisted candidates will be contacted.

ANNEX 1:

GENERAL OVERVIEW OF GROW'S RENEWABLE ENERGY COMPONENT

Within the renewable energy sector, the GROW Project is set to leverage energy- and economic-related national policies to advance the recognition of women not only as users of energy but also as providers and decision-makers at all levels of the energy value chain. Such transformation should result in increased opportunities for women and men to benefit fully from the energy sector's economic and investment opportunities, as well as expand CO₂ emission reduction opportunities.

One of the important challenges limiting women's economic empowerment in the West Bank is the lack of access to reliable and affordable energy. In energy-intensive activities, high electricity costs and the unreliability of the connection contribute to high production costs, thereby limiting the overall productivity and competitiveness of women's businesses and women-led co-operatives. The project is addressing these challenges by developing around 40 small-scale photovoltaic (PV) generation systems to provide cost-effective and reliable access to power where the potential exists to significantly enhance the productive capacity and competitiveness of selected women's groups or SMEs. The project also supports 4 pilot renewable energy innovations to address agri-business challenges in an effort to put male and female youth at the forefront of entrepreneurship and innovation.

Moreover, the growth of the RE sector in the West Bank in recent years provides valuable opportunities for women's employment and entrepreneurship, particularly for female youth who remain under-represented in the sector. There are many situations in which women face difficulties joining or remaining in the sector as well as having less access to decision-making spaces in the energy sector. Women may not be given the same career opportunities as men, experience discrimination in the recruitment process by employers and in the workplace, and work in environments that are not supportive of achieving a work-life balance. In addition, women and youth are not aware of the potential employment opportunities in this emerging sector. The project, therefore, is exerting extensive efforts to promote employment and entrepreneurship opportunities for women in the RE sector, with a focus on introducing scalable and sustainable results that break both the horizontal and vertical segregation of employment within the sector. Specific attention is given to graduates with a focus on Female Youth Engineers (FYE). The project provided 117 Female Youth Engineers with technical and soft skills training in the renewable energy field, followed by 3 to 6 months of job placement in RE-related institutions and companies. **Employment status of these engineers as of end of March 2022 are illustrated in an infographic in Figure (1).**

The Palestinian university education system is limited in its capacity to provide recent graduates with the technical and soft skills needed to survive and succeed in the labor market. In addition, the labor force generally has a low market acceptance of women due to negative perceptions and discriminatory social norms, making the transition to the labour force particularly difficult for female graduates. The situation is more challenging in mixed and non-traditional occupations for women such as the renewable energy and engineering fields. To address these barriers, GROW's technical and soft skills training and job placements of three to six months, carried out in cooperation with the Engineers Association Jerusalem Centre (EAJC) target young female engineers under the age of 30. Most of them are fresh university graduates and for many, GROW presented them with the opportunity to experience being in a workplace environment for the first time.

GROW's engagement with the private sector to pilot this women's employment program in traditionally male-dominated occupations (such as design and installation of solar systems, and maintenance) has contributed to breaking stereotypes and changing perceptions. At the end of March 2022, 57 young female engineers were either employed on a full-time basis or engaged in freelancing assignments. Additional efforts are currently underway to provide training and coaching to 40 unemployed female engineers to prepare them to apply for jobs with private sector companies. Such skills will boost their self-confidence and provide them with tips and tools on resume development, writing of professional cover letters, and job interview preparation.

After the technical and soft skills training of 117 female engineers, a selected group of 28 of these engineers were selected to undergo additional training in energy audit, a new field that is expanding worldwide. This field is needed to support governments' approaches to enhancing energy efficiency and green buildings. To enable female engineers to leverage this market opportunity and given the absence of Internationally certified energy auditors in the local market, GROW provided local and international energy audit training followed by international certifications for the engineers who successfully passed the exam. This resulted in the first ever internationally certified cadre of 13 female energy auditors. In a new cycle of training and certification, GROW hopes to have at least 15 certified energy auditors who can work as freelancers or start up their own Energy Service Companies. To contribute to their applied field experience, GROW facilitated opportunities for female engineers to conduct energy assessments and audits assignments for GROW's SPV beneficiary enterprises or within other projects such as PENRA's project that aims to help 10,000 MSMEs perform energy assessments.

Other relevant interventions included conducting a gender audit for EAJC to support its efforts to become more gender equitable and responsive to the needs of female engineers. Complementary to this, GROW supported the admission of the targeted female engineers as full members of EAJC and paid their membership fees. This aimed to ensure they have a representative body and a voice within the sector.

To break gender stereotypes and promote young females' integration in technical and vocational fields, GROW extended scholarships to four female youth to complete a two-year diploma in solar

energy at the Hisham Hijwai Technical College. Currently, GROW is engaging the four recent graduates in technical SPV installations for its beneficiaries in the West Bank.

COMPONENT: 3 FEMALE YOUTH ENGINEERS TRAININGS, PLACEMENT AND EMPLOYMENT

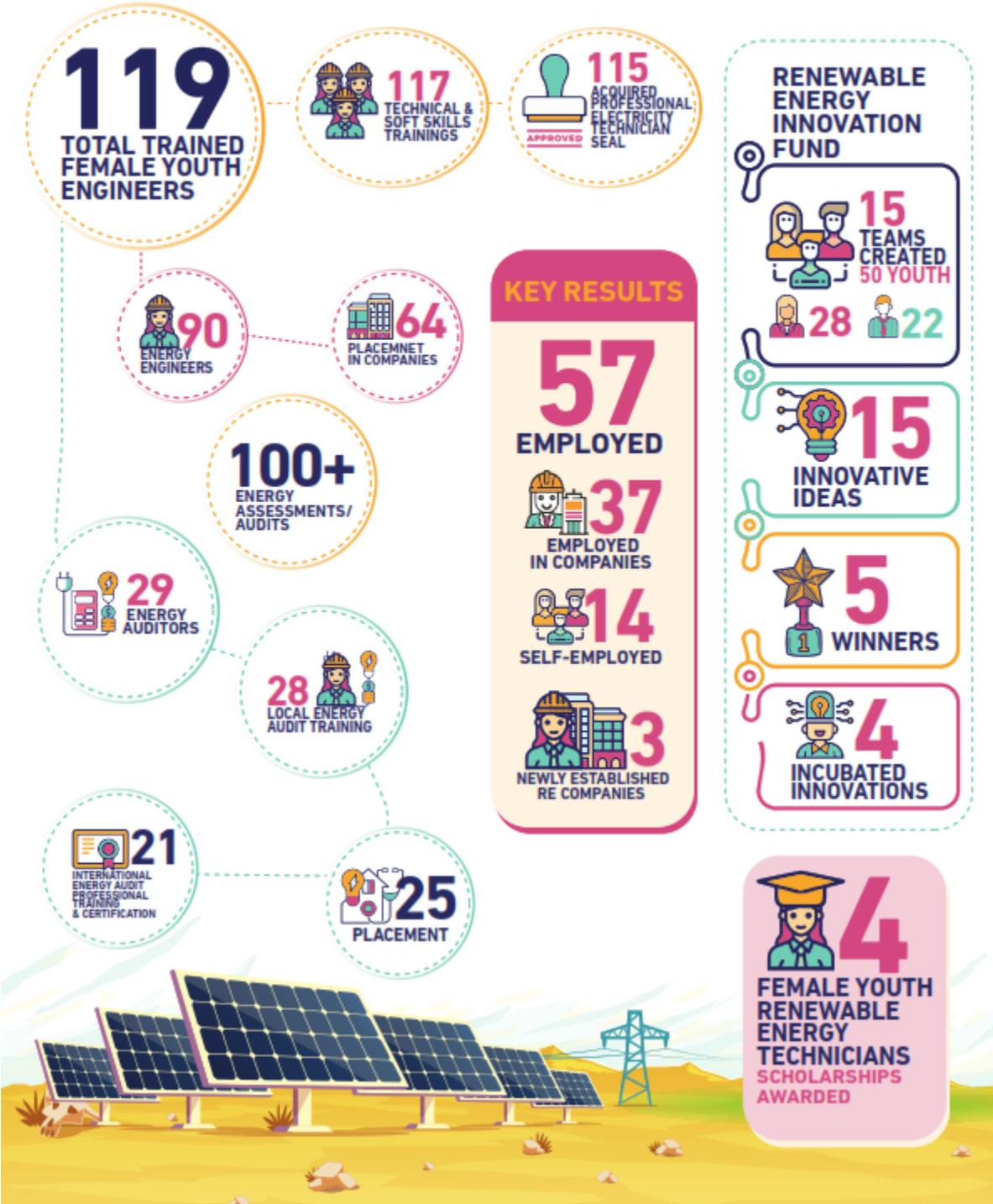


Figure (1): Employment status of these engineers as of end of March 2022

ANNEX 2

INDICATIVE LIST OF INFORMANTS IS EXPECTED TO INCLUDE:

- a. Project Team
- b. Sample of the targeted young female engineers
- c. Sample of the female engineers who took part in the energy audit trainings and certifications
- d. Four females who won scholarships and finished a diploma at Hisham Hijjawi College and became the first technicians in solar energy.
- e. Palestinian Energy and Natural Resources Agency (PENRA)
- f. Engineers Association Jerusalem Center (EAJC)
- g. Ministry of National Economy (MoNE) which is co-chairing the project steering committee (PSC)
- h. Ministry of Labour (MoL)
- i. Palestinian Investment Promotion Agency (PIPA)
- j. Jerusalem Electricity Distribution Co. (JEDCO)
- k. Solar energy companies that hosted placement of female youth engineers
- l. Project Officer, Government of Canada
- m. Other relevant stakeholders