

Annex F

Invitation for Expression of Interest

UN-Women is in the process of identifying potential Responsible Parties for the implementation of a project on providing technical assistance to Civil Society Organizations (CSOs) and building their capacity to fully participate in the regional women's movement building; and building capacity of a CSO to become a regional grant making entity to provide regional leadership in the five countries - Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan and Uzbekistan.

1. Introduction

a. Background/Context for required services/results

The Spotlight Initiative is a global, multi-year partnership between European Union and United Nations to eliminate all forms of violence against women and girls by 2030.

Funded by the European Union, the Initiative is responding to all forms of violence against women and girls, with a particular focus on domestic and family violence, sexual and gender-based violence (SGBV) and harmful practices, femicide, trafficking in human beings and sexual and economic (labour) exploitation.

Further information can be found at <https://www.spotlightinitiative.org>

The Spotlight Initiative regional programme for Central Asia and Afghanistan managed from Kazakhstan (Almaty) in cooperation with all participating countries will harness the collective expertise, experiences, challenges and energy of gender equality advocates from the five Central Asian countries, as well as Afghanistan. It invests in the development of a Central Asia Alliance on SGBV, comprised of both government and non-governmental stakeholders, including parliamentarians, ministries and government departments, judiciary and police, civil society organisations, activists, survivors, youth, men and religious leaders.

The Spotlight Initiative Pillar 6 aims at strengthening regional leadership, coordination, knowledge sharing and networking of women rights organizations to support CSOs collective and strategic engagement with governments and other actors within the broader Alliance for Central Asia on SGBV.

Women's movement in Central Asia have been hampered by lack of resources, limited access to information sharing and limited platforms for dialogue both within countries and regionally. The lack of strong CSO coalitions in Central Asia has created barriers to sustained collaboration between women's organizations beyond project-based activities and reduces the potential impact of each organization.

There is a need to develop capacities and provide opportunities for women's rights organization, including rural organizations and those representing women groups facing multiple and intersecting forms of discriminations, to connect and learn from experiences and inspire innovation and new ways of working. Capacities also need to be developed to meaningfully engage in decision making processes and to be able to form strong feminist movements, connected with national and regional movements, to demand accountability decision-makers. In addition, there is a need for stronger sharing of CSO knowledge on lessons in SGBV programming, and exposure to promising global practices, which often is limited to larger NGOs or international NGOs.

As a result of the SI regional programme activities, a regional CSO network, linked to the Central Asian Alliance, will be established, involving WROs, CSOs, activists and women's rights defenders across the six countries - Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan, Uzbekistan and Afghanistan, to strengthen the role of CSOs to strategically and collectively engage as accountability holders in their engagement with the Central Asia Alliance and other

national and international platforms.

As a first step to support the demand from CSOs in the region, the Regional Workshop “Convening a Civil Society Network for Central Asia and Afghanistan to end Sexual and Gender-Based Violence” was organised by the Spotlight Initiative Regional Programme for Central Asia. The overall objective of the workshop was to contribute to the development of a regional civil society network in Central Asia and Afghanistan to end SGBV.

Also, a scoping study to map active women’s rights CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, in the six countries - Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan, Uzbekistan and Afghanistan is being conducted. As a result of the scoping study, a longlist of the women’s right organizations with potential to become a regional grant making body will be defined.

In addition, a comprehensive assessment and outreach strategy will be conducted in an effort to identify CSOs to be targeted under this component of Pillar 6, to ensure support to smaller less known grassroots organizations, representing the most vulnerable and marginalized groups.

b. General Overview of services required/results

It is expected that the Responsible Party (RP) will 1) build capacity of the selected CSO on requirements for grant-making procedures, provide technical support to develop strategies for resource mobilization and use of alternative funding mechanisms; and 2) provide technical assistance and capacity building of other CSOs in the six countries - Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan, Uzbekistan, and Afghanistan - to fully participate in the regional women’s movement building.

After selection of the CSO to become a regional leader, RP will provide technical support to this CSO on requirements for grant-making and resource mobilization and use of alternative funding mechanism, such as crowd sourcing, so that the CSO will be ready to provide regional leadership and influence policy making. This will include a study visit to an already established international grant-making entity to learn from international best-practices.

The second part of the assignment requires to build capacity of the CSOs for regional movement building. The capacity building activities for CSOs may include but not limited to training on strengthening expertise on SGBV, advocacy and communication skills, leadership, operational and management skills, resource mobilisation and practical support for legal registration. Given the different levels of CSO development and existing restrictions to certain CSOs within the different Central Asian countries, the support provided will be tailored to the specific context and realities faced by CSOs.

RP will take over the process of supporting civil society for network development that started earlier. The participants of the Regional Workshop have developed a Draft Roadmap that includes in-country consultations to continue the discussions regarding network charter development and the second regional workshop to be organised once the in-country consultations have finalised, bringing together participants from each country.

The assignment also includes a ToT (training of trainers) to representatives of regionally active CSOs to strengthen their capacity to support other CSO in the region.

As a result of this assignment, civil society organisations, women rights’ organisations, activists and women’s rights defenders will strengthen their capacities to design, implement and monitor their own programmes on ending SGBV, as well as consolidate their efforts to end Sexual and Gender-Based Violence in Central Asia and Afghanistan. With the establishment of a regional grant-making entity with capacity to act as a leader on regional women’s building, international donors will have a new mechanism to better reach and fund grassroots organizations in the region. This support will further enable CSOs in the region to sustain their operations and

continue to strengthen the women's movement.

Description of required services/results

- 1) Provide a detailed workplan with responsible persons and timeframe for each step;
- 2) Develop a Concept Note for the mechanism for supporting involvement of CSOs (including representatives of the CSO Regional Reference Group (CS-RRG)) in the regional women's movement building, that will ensure engagement of underrepresented grassroots women CSOs; please take into account specific political and economic context in different countries of the Central Asia region and Afghanistan;
- 3) Develop a Concept Note and Terms of Reference (TOR) for technical support (training of trainers) to existing regionally active CSOs to strengthen their capacity to support other CSO in the region; process, programme, methodology, logistics and technologies, monitoring and evaluation;
- 4) Organize selection of the CSO with a potential to become a grant making body from the longlist of the identified during the mapping study CSOs;
- 5) Develop a monitoring and evaluation plan, indicators, qualitative and quantitative targets, tools and include follow-up analytical reports based on feedback and responses in the quarterly and final narrative reports;
- 6) Develop a communication plan; media monitoring plan (including social media); publications, broadcast, photographs, video, roll-ups and other visual materials;
- 7) Deliver the capacity building activities to CSOs in the six countries (Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan, Uzbekistan, and Afghanistan): organize at least 3 trainings in each country, indicating concrete number of direct and indirect beneficiaries, involved CSOs (including representatives of the CS-RRG) and activists, survivors, youth, media, disadvantaged groups (rural CSOs, working with people with disabilities; HIV positive, migrants); simultaneous translation to/from English needs to be provided for all capacity building activities;
- 8) Organize a three-day TOT for 15 CSO representatives from the five countries (F-2-F or online); agenda, list of participants, handout materials for the training (with translation into 5 Central Asia countries languages);
- 9) Organize in-country consultations in each of 6 countries with involvement of the regional workshop participants and CS-RRG to present the results of the workshop and continue the discussions regarding all the points included in the draft network chart; identify key networks and organisations in each country, including grassroots organisations that work in rural areas. The meetings will be organised either face to face, remotely or both, depending on the pandemic situation and the restrictions in each country; simultaneous translation to/from English needs to be provided;
- 10) Build capacity of the selected CSO on grant-making procedures and processes: provide technical support and all needed knowledge materials for each step of grant making process: manuals, guidelines, calls for applications, procedures, evaluation process, contracting, payments, monitoring and evaluation tools, closure (including all forms and templates);
- 11) Develop strategies for resource mobilization and use of alternative funding mechanisms;

- 12) Provide quarterly narrative and financial reports on templates provided. All supporting documents as attachments (e.g. sign-in sheets, photos, video, media mentions with links, scans of financial documents, etc);
- 13) Organize a study tour for two representatives of the selected CSO who will receive the firsthand experience from the experienced grantmaking organization by learning from and shadowing relevant colleagues; the format of the study tour will depend on the epidemiologic situation;
- 14) Organize a regional workshop once the in-country consultations have finalised, bringing together participants from each country. Participants will present the summary of the in-country consultations and will finalize the network chart.
- 15) Final report with relevant recommendations and supporting documents as attachments.

2. Timeframe:

Start Date: 1 October 2021; End Date: 31 August 2022.

3. Competencies:

- a. Technical/functional competencies required;

Organization / company requirements:

- Be an officially registered national or international entity (based in a CA country or outside);
- Have at least 10 years of proven experience in civil society development, grant making, women's rights, gender equality and women's empowerment (GEWE);
- Proven experience of operating at the sub-regional/regional levels;
- Practical experience in capacity building of CSOs, creation of networks and grant making in all 5 countries of the Central Asia;
- Developed cooperation and partnerships with CSOs and authorities of five Central Asian countries;
- Established quality assurance and control procedures;
- Similar experience in working with international organizations.

Team leader qualified requirements:

- Availability of an academic degree of a master of economic/ law / gender / social sciences;
- At least 10 years of managerial and leadership experience involving planning, coordinating and executing multiple tasks with the participation of various stakeholders;
- At least 10 years of grant making and capacity building experience;
- Language qualifications: fluency in Russian and English. Knowledge of Central Asian languages will be an advantage.

Senior Expert qualified requirements:

- Presence of a master's degree of economic / law / gender / social sciences or higher or higher;

- At least 5 years of experience in research in the field of civil society organizations, women's rights, gender equality, CSOs capacity assessment and development;
- At least 5 years of professional experience in the field of CSOs capacity building; experience in supporting capacity-building related to gender mainstreaming, gender responsive budgeting (GRB), ending violence against women and girls (EVAWG);
- Experience in working with international and / or donor organizations;
- Language qualifications: fluency in Russian and/or English. Knowledge of Central Asian languages will be an advantage.

Qualified requirements for a member of trainers' team:

- Relevant higher education in the field of economic / law / gender / social sciences, project management, monitoring and evaluation;
 - At least 5 years proven experience in conducting/facilitating training for CSOs;
 - Experience of facilitation and managing multi-stakeholders and multi-country environment;
 - Knowledge of CSOs in Central Asia;
 - Language qualifications: fluency in Russian. Knowledge of Central Asian languages will be an advantage.
- b. Other competencies, which while not required, can be an asset for the performance of services
- Knowledge of Central Asian languages
 - Communication competencies by the team's members

Those interested in participating in the process should forward their expression of interest to UN-WOMEN bakhytgul.mukhanova@unwomen.org by **20 August 2021, 24:00 (Nur-Sultan, UTC/GMT+6)** enclosing the information listed below.

- Full legal name and address of applying institution
- Copy of valid legal registration in the country
- Mandate or mission statement of organization
- Statement of organization's expertise in the relevant area
- Description of the organization's existing operations in the subject matter area, including how long the operations have been carried out.

Upon receipt of the above information from prospective Responsible Parties, UN-Women will review applicants for placement on a short-list of potential Responsible Parties. During the implementation of the programme cycle, UN-Women

Those short-listed candidates may be invited to submit formal proposals using the standard UN-Women Call for Proposal template to become a Responsible Party. The Call for Proposal will provide a more detailed description of the scope of work.

Note:

Due to the high volume of communications, UN-Women is not in a position to confirm receipt of the expression of interests.