



REQUEST FOR PROPOSALS

RFP: Creating Access for Inclusive Peace process in Afghanistan (CPA)

Consultancy; Mediation and Negotiation training on advancing women's knowledge and skills regarding different techniques and methodologies of negotiation and mediation for a peace process.

Terms of Reference

Introduction

Creating Access for Inclusive Peace process in Afghanistan (CPA) is a project funded by Global Affairs Canada (GAC) and lead by Cordaid for two years. Within this period, it is envisioned that a diverse group of Afghan women will be capacitated to be actively engaged and effective at all levels of ongoing peace processes.

In realizing this outcome, it is recognized that sustainable support for ongoing and meaningful women's inclusion can only be achieved through the engagement of a broad and diverse group of actors throughout Afghan society. Therefore, Cordaid in close coordination with key stakeholders, is incorporating inclusivity at every level. The CPA project has three components, namely: an Advisory Committee comprised of seventeen representatives (women, men and youth) from various organizations; a Core Group, comprised of thirty (young) women selected to be the primary beneficiaries of the project; and, a Circle of Allies that is comprised of a diverse group of personalities, groups and initiatives going beyond the traditional allies of women's groups. Through these three tiers that includes a strategic and influential network of supporters, the CPA project envisions building the capacity of women to become effective stakeholders in an inclusive and sustainable peace process. In enabling this, the project will also provide flexible, rapid and needs-driven funding that facilitate access to various track I and track II processes.

The national and international lobby and advocacy efforts will focus on access, transparency and meaningful participation for women. In doing so, the CPA project will:

- ✓ leverage the capacity of a diverse group of women (age segregated) to participate in the peace process through positioning and negotiation training, mentoring and other forms of support.
- ✓ enhance the capability of women to build a national coalition that is broad and diverse and includes women, men, youth and religious leaders, among others, to support women's rights and the broader rights-based agenda.

Problem statement:

A capacity building training for advancing women's knowledge in mediation and negotiation is a response to observed shortcomings in lobbying women' inclusion in any stages of peace process and a response to those undermining women's role and participation in conflict resolution and peace negotiations.

Objective

The overall objective of the assignment is to provide mediation and negotiation training for Core group members and equip them with necessary techniques and skills relevant to the Afghan peace process.

This assignment includes the following objectives:

1. To capacitate Women's Core group, improving their skill and supporting them raise people's demands and concerns regarding the peace process and increase their engagement and influence on peace related efforts through effective mediation and negotiation.
2. To enhance knowledge of advanced negotiations techniques and strategies, particularly in the context of Afghanistan, amongst women core group by training and practical sessions.

Methodology

Although the Consultant is expected to come with his / her own methodology for the training, we highlight the importance of using participatory and inclusive approaches to achieve stated objectives. Besides a reference to best techniques and skills for mediation and negotiation, explicit reference to the local context of Afghanistan and the ongoing peace process is of utmost importance. Practical examples and effective exercises should be used. The consultant should ensure that training materials are in advanced level and related to the ongoing peace processes and bring examples of women's inclusion in mediation and negotiation efforts and their role in different layers of peace process.

The following points should be included in the methodology:

- A pre-assessment of advisory group and women's core group in understanding of the topic.
- Set clear (SMART) learning goals for the different target group participants.
- Provide 3 days advanced level training for Women's Core group on best techniques and skills of mediation and negotiation.
- Include a post-assessment of the learning, both directly after the training as well as 4 weeks after the training.
- Propose a follow-up process to ensure sustainability of the learning and practical application of it in the participants' daily work.

Target group:

- 30 participants

Deliverables

1. Provide a workplan which includes the pre-assessment steps, the training and the follow-up activities.
2. Provide a training outline including the methodological and content suggestions above. Indicate what the preparatory steps with the participants and their organizations will be. Detail the methodology and activities per day. Design a format for individual improvement plans.
3. Prepare a comprehensive and quality report within 5 working days after the completion of the training. (Maximum 10 pages, soft copy, in English including the following
 - a. Short summary of findings (Did the training go according to plan? What was the general learning by the participants? What remains challenging? What is encouraging?)
 - b. Pre and post training evaluation results

- c. Suggestions & recommendations on improvement and further referencing of mediation and negotiation skills in lobby & advocacy and in the peace process, in particular.
 - d. A reflection on existing capacities and needs to implement the recommended interventions.
4. After 4 weeks do an assessment of the level of learning and applicability of the learning in daily work.

Qualification and Criteria:

Candidate should possess following criteria to apply:

- 1- Reliable university degree
- 2- At least 5 years of relevant experience in capacity building and coaching relevant to mediation and negotiation, mostly for conflict resolution and peace process.
- 3- Understanding of local language Dari, Pashtu could be asset.
- 4- The applicant needs to submit proposal including training outline, workplan and budget

Announcement Type: Request for Proposal

Deadline for Applications: August 31, 2020 – 04:00 pm Kabul time via email in PDF format.

Submission Guideline:

Interested candidates are requested to send their proposal including training outline, workplan and budget, to the attention of the Procurement Department to the following email (CAF-Procurement@cordaid.org cc to Jobs.Afghanistan@cordaid.org).

Note: Please note that only shortlisted candidates will be notified.