



REQUEST FOR PROPOSALS

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

Consultancy; Coalition Building training on advancing women's knowledge and skills in different techniques and strategies to convene successful coalitions and coordination among different groups for achieving a common goal.

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 developing mechanism and strategies for building and enhancing coalitions among different groups is a response to observed problems regarding groups' unity, particularly a response to those questioning the unity and coordination among women groups.



Objective

The overall objective of the assignment is to provide coalition building training for Core group members and equip them with necessary strategies for enhancing their coordination and coalition with different women groups, civil activists, peace activists, and other national and international groups to cooperate for achieving a common goal.

This assignment includes the following objectives:

1. To capacitate Women's Core group, improving their skills and supporting them to organize diverse groups and create alliances among these groups and entice their focus on particular issues regarding women's inclusion in the peace process and other political processes.
2. To enhance women's knowledge of advanced coalition building strategies, particularly in the context of Afghanistan peace process, through 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 strategies for coalition building, explicit reference to the context of Afghanistan and the ongoing peace process is of utmost importance. Practical examples and effective exercises should be used. The trainer should ensure that the training materials are in advanced level and related to ongoing peace processes and bring examples of women's efforts in creating coalitions among diverse groups with a common goal and their strategies for sustaining those coalitions for other future objectives.

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 strategies for building and maintaining coalitions.
- 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 reference to coalition building efforts and their impacts on the peace process.
 - 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 coalition building and coordinating different groups.
- 3- Understanding of local language Dari, Pashtu could be asset.
- 4- The applicant needs to submit proposal including training outline, workplan and budget

Cost: Will be negotiated, will induce all expenses occurring during the assignment would be fixed in \$ per day

Announcement Type: Request for Proposal

Deadline for Applications: October 20, 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.