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CALL FOR PROPOSALS

Project Title:	Capacity Development Programme for Women's Civil Society Organisations in Turkey, under the Programme " <i>Ending Violence against Women: Implementing Norms, Changing Minds</i> "
Purpose:	Selection of qualified responsible party for the Programme
Duration:	November 2017 – December 2019 (tentatively)
Contract Type:	Project Cooperation Agreement
Scope:	TURKEY

Deadline for submissions: **28 September 2017**

The United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) is inviting women civil society organisations (CSOs), and CSOs working on gender equality to design and implement a Capacity Development Programme for women CSOs/CSO networks and platforms with a special focus on those representing and/or working with refugees and migrant women in Turkey.

Interested applicants are invited to attend one informative session, on the 12th of September 2017, in which additional clarifications can be provided on the application process. Kindly communicate your interest in participating in the session to Oya Otman at oya.otman@unwomen.org.

Terms of Reference

I. Background

The three-year programme “Ending Discrimination and Violence against Women: Implementing Norms, Changing Minds” (February 2017-January 2020) aims at ending discrimination and violence against women, with a particular focus on the most disadvantaged groups of women, in the Western Balkans (Albania, Bosnia and Herzegovina, FYR Macedonia, Montenegro, Kosovo¹ and Serbia) and Turkey. Funded by the European Commission (EC) within the Instrument for Pre-Accession Assistance (IPA) II, the programme “Implementing Norms, Changing Minds” is anchored in the normative frameworks of the Convention for the Elimination of all Forms of Discrimination Against Women (CEDAW) and the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention), and is in alignment with the European Union (EU) accession standards to achieve equality between women and men.

The objectives of the programme “Implementing Norms, Changing Minds” are:

- To create an enabling legislative and policy environment in line with international standards on eliminating violence against women and other forms of discrimination;
- To promote favourable social norms and attitudes to promote gender equality and prevent discrimination of and violence against women; and
- To empower women and girls who have experienced discrimination or violence to advocate for and use available, accessible, and quality services.

The TACSO annual assessments of the civil society and media enabling environment² and the UN Women preliminary assessment on gender equality and women's empowerment covering Turkey and Western Balkans (December 2014) reveal:

- The lack of a conducive financial environment is one of the main challenges that civil society is experiencing, which undermines their sustainability and independence;
- Participatory governance is lacking proper implementation as CSOs continue to experience difficulties in consulting on draft laws and in participating in public consultations;
- CSOs' capacity constraints undermine the impact of their activities and their external perception; and
- CSOs do not regularly network with other organisations either at international or national and local level, and there is a clear need for support to CSOs coalition-building across national and regional boundaries in order to increase their impact in campaigning and advocacy.

¹ This and all other references to Kosovo in this document shall be understood to be in full compliance with UN Security Council Resolution 1244 (1999).

² TACSO is part of the Civil Society Facility (CSF), which is a European Union (EU) mechanism that provides support to civil society organisations (CSOs) in those countries that are not yet part of the EU. Monitoring reports per beneficiary, TACSO, April 2015: http://www.tacso.org/documents/otherdoc/?id=9887&template_id=73&langTag=en-US; Monitoring Matrix on enabling environment for civil society development, BCSO and ECLN, May 2015: http://monitoringmatrix.net/wp-content/uploads/2015/06/MM-Regional-Report-2014-final_web.pdf

Civil society organisations, in particular women's organisations, play a crucial role in the promotion of gender equality and women's rights. They are key advocacy stakeholders that force governments to move from commitment to implementation of international normative standards. They are also key stakeholders in the provision of services that are essential in the establishment of multi-sectoral and coordinated mechanisms to adequately respond to the needs of victims of violence. Furthermore, women's organisations are key stakeholders in ensuring that the perspectives and voices of the most excluded and discriminated against groups of women are heard by policy-makers. Additionally, women's organisations are instrumental - in terms of their networks, outreach, and innovation - in facilitating the required behavioural and attitudinal changes for tackling the structural barriers to gender equality and ending violence against women.

II. Objective of the Call

Within this context, UN Women is issuing a Call for Proposals (CfP) to select a responsible party to design and implement a Capacity Development Programme to strengthen women's CSOs/CSO networks, coalitions, and platforms overall capacities and responsibility within participatory democracy, and to stimulate an environment to assist women in their drive to promote women's human rights in Turkey.

The CfP contributes to the achievement of the programme "Implementing Norms, Changing Minds" Specific Objective 1: To create an enabling legislative and policy environment in line with international standards on eliminating violence against women and other forms of discrimination; and more specifically to Result 1.1: Women's voices and agency strengthened to advocate for the development and implementation of laws and policies in line with CEDAW and the Istanbul Convention.

It is expected that, through the Capacity Development Programme, women's CSOs/CSO networks, coalitions, and platforms are equipped with tools and resources to advocate, engage in policy development, and enhance their sustainability.

The Capacity Development Programme will support the work of well-established women's organisations, as well as grassroots organisations, with an emphasis on those working with Syrian refugee and migrant women to:

- Strengthen the overall capacities and accountability of women's CSOs/CSO networks, coalitions, and platforms in policy-making, advocacy and lobbying, networking, information sharing, and communications;
- Enhance the quality of services provided by women's CSOs; and
- Improve women's CSOs/CSO networks, coalitions, and platforms women's organisations representation in public skills.

III. Proposed Intervention(s) and Expected Results

In Turkey, women's organisations are active at local and national levels. The degree of organisations' expertise and organisational strengths vary amongst the organisations with regard to their capacities in terms of networking, policy development and advocacy, outreach,

and service provision. Nevertheless, refugee and migrant women's voices and agency remain largely unheard and unacknowledged.

The Capacity Development Programme will provide support in the following areas:

- Organisational strengthening, inter alia: Strategic planning, mobilization of resources, financial management and planning, project planning and project management, communication and information sharing, and external relations; and
- Strengthening of the performance of the organisation, inter alia: Advocacy and lobbying, research and analysis, participation in policy-making, and encouragement of activism and volunteering engagement.
- Capacity development shall target women's organisations which have existed for at least 2 years and work in some of the following areas: advocacy, monitoring and reporting of international and national commitments such as CEDAW and Istanbul Convention, and policy-making on gender equality and ending violence against women; and provision of social services for the most disadvantaged group of women. Capacity development should include women representing minorities.

In terms of building the capacity of women CSO networks and platforms, it is critical to respond to the exact needs and demands of CSOs. In this regard, the proposed Capacity Development Programme will be informed by and based on a capacity needs assessment to identify CSOs' capacities in, but not restricted to, the areas highlighted above.

Lessons learnt from previous support to women CSOs/CSO networks, coalitions, initiatives, and platforms, and related capacity building activities, show that multiplication and dissemination of the knowledge/skills gained is crucial for reaching a sustainable/desirable/projected change regardless of the context (organisational or/and institutional). In this regard, the Capacity Development Programme will include a Training of Trainees (ToT) component, so as to ensure sustainability and replicability.

The following are key principles that must underline the Capacity Development Programme.

- It will draw on thorough analysis and understanding of the environment in which women CSOs are operating as critical to understand the factors that influence capacity development, and therefore, the design of capacity development strategies and activities.
- Based on the capacity needs assessment
- It will be inclusive and participatory, approaching youth groups of women and women from minorities with a particular focus on Syrian refugee women, among others.
- It will use mixed methods, combining training workshops with a mentoring approach in which individuals would receive 'on-the-job' training and peer-to-peer learning networks to practice skills from workshops.
- It will target active and influential formal and informal networks that have a high level of activities and able to present concrete achievements in the last two years.

- The networks and individual participants will be selected based on their declared intention to improve the internal and external operations, and on the findings of the capacity needs assessment.
- It will look for synergies and complementarities with other activities implemented within the framework of the Programme "Implementing Norms, Changing Minds", and more particularly, with the support to networks of women's civil society organisations to monitor and report on the implementation of CEDAW and Istanbul Convention.

IV. Deliverables

It is expected that the selected Responsible Party deliver, inter alia, the following products, for the implementation of the proposed Capacity Development Programme:

1) Capacity Needs Assessment of women's CSOs/CSO networks, coalitions, and platforms, to assess existing capacity and needs, identifying strengths and weakness, in the areas of organisational strengthening and strengthening of the performance to enhance CSOs/CSO networks capacity to accomplish their missions.

The capacity needs assessment will encompass, at the minimum, a survey and 15 in-depth interviews with representatives and members of women's CSOs/CSO networks, coalitions, and platforms, including those working with/representing Syrian refugee and migrant women. The findings will be presented and discussed in a one-day workshop. The capacity needs assessment should lead to a greater understanding and attention to: the internal development of the organisations, to the quality of the work and services which the organisations offer and the environment in which women CSOs are operating?

2) Capacity Development Programme: The requirements of the Capacity Development Programme are as follows:

- A realistic, feasible, and time-bound capacity development programme.
- Document lessons-learned during the course of undertaking the capacity development programme.
- Encompass at least: 4 (four) 3-day training workshops with a set agenda, training outlines, and input/presentations; one Training of Trainees for at least 25% of the participants, so as to ensure proper follow-up and replicability; and mentoring scheme to deliver "on the job training".
- The trainings should target at least 20 CSOs (including CSOs representing minorities), and 2 CSOs networks.
- Use an evaluation tool to test the effectiveness of the trainings, knowledge acquired and trainee satisfaction.
- Targeted organization's proved skills on reporting and monitoring on CEDAW and Istanbul Convention by means of producing at least one CEDAW Shadow Report and one report on the status of the Istanbul Convention in Turkey.

4) At least 3 communications activities to be carried out within the project with the purpose of disseminating the capacity development programme and the capacity development programme activities and results.

5) Participation in the regional level activities of the programme at least once a year.

V. Duration of project

From November 2017-December 2019 (tentatively)

VI. Budget Request

The proposed intervention size and budget request will have to fall between a minimum indicative amount of EUR 50.000 and a maximum amount of EUR 55.000. Budget proposals should be submitted in Euros. All currency exchanges will be calculated using the UN Operational Exchange Rate as per the deadline of submission.

VII. Institutional Arrangement

The selected organisation(s) will sign a Project Cooperation Agreement (PCA) with UN Women. A competitive selection process will take place to identify the potential Responsible Party. The CSO/CSO network will be selected only if it has proven capacity to deliver the proposed activity. The CSO's/CSO network's capacity will be assessed by UN Women as per UN Women's policies, rules and regulations.

VIII. Reporting

The selected partner will be the principal responsible party, but will work closely with UN Women during programme implementation. The partner will provide regular narrative and financial reports in line with UN Women guidelines and requirements.

All knowledge products and communications materials that would be produced under this agreement must acknowledge the support and seek approval of UN Women. Furthermore, they should be in line with the EU Communication and Visibility tools and the EU-UN joint visibility guidelines.

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