



Terms of Reference

for developing and delivering Movement Building Training within:

“Men and Boys as Partners in Promoting Gender Equality and
the Prevention of Youth Extremism and Violence in the Balkans”

ADC Grant Number 8305-00/2017

Project Duration: 01st of October 2017 -30th of September 2020



Deadline for application: January 15 2019, 4 pm, local time

About CARE in the Balkans

CARE’s mission in the region is to contribute to post-war recovery and the socio-economic development of Bosnia & Herzegovina, Croatia, Serbia, Kosovo and Montenegro. CARE in the Balkans consists of Offices in Sarajevo, Bosnia and Herzegovina (BiH), in Belgrade, Serbia and Pristina, Kosovo.

CARE’s work in the Balkans started in 1992, when it provided humanitarian support to people affected by war. In the late 90-ties CARE shifted its focus in the region from humanitarian post-war assistance and rehabilitation to socio-economic development engaging in interventions directed at conflict prevention and peace-building, sustainable livelihoods, gender equality and the prevention of gender-based violence.

CARE in the Balkans places the quality of its program at the center of its business and its mission and has developed a regional strategy that encompasses two main program directions: Gender Equality and Social and Economic Inclusion. The goal of the Social and Economic Inclusion Program is to strengthen capacities and create opportunities for marginalized, socially excluded and poor to integrate into society and access rights. CARE’s Gender Equality Program aims to empower women and girls vulnerable to violence, discrimination and poverty, to reach better life opportunities and social justice. CARE’s engagement and contribution lies in strengthening sustainability of key regional, national and/ or local civil society organizations and networks promoting gender equality and diversity, in the context of social inclusion and non-violence.

Background

The *Men and Boys as Partners in Promoting Gender Equality and prevention of Youth Extremism and Violence in the Balkans* or Young Men Initiative II (YMI II) project builds upon CARE's comprehensive and programmatic effort to fight interpersonal and gender based violence (GBV) as well as to improve gender equality in the region and address preventative issues related to youth extremism and violence.

The project objective is to enable positive and peaceful societies for young people in Serbia, Kosovo, Albania and Bosnia and Herzegovina, that support gender equality and decrease interpersonal violence and its extremism.

The project's specific objective is to improve Youth NGOs and government capacities to integrate Program Youth - Life Skills Educational Curriculum in the current educational and youth policy strategies and strengthen governmental and civil society efforts related to the inclusion of youth vulnerable to extremism.

This project aims at scaling up and mainstreaming earlier achievements related to the implementation of the Gender Transformative Life Skills program, or short Program Y, via targeted advocacy and a close cooperation with relevant stakeholder through the support of movement / coalition building through the development of new alliances that engage parents and citizens in supporting gender equality focused life skills education program. One of the main results of the project is to develop educational tools for scaling up such activities as online education and working with universities in the training of new educators. To enhance this process, CARE will scale up the Program Y in selected secondary vocational schools whereby the schools take the lead in the implementation with the support from CARE's local partners and will identify allies among teachers, who will act as trainers of trainers (ToT) and youth engaged as peer educators. In addition, a new comprehensive model, Program Y plus will be piloted working with a more select group of youth vulnerable to violence and extremism. This model seeks to increase community connections and address the multiple layers of exclusion often leading to extremism. CARE's local partner organizations are increasingly recognized as key players by the public stakeholders in the field of men engagement, youth work and gender equality. Supported by the project, the partners will launch campaigns targeting youth and selected communities, around hate speech and promoting the positive role of all community members in addressing extremism and violence. The project will mainly build on the use of social media, but also involve popular media and the arts to further messaging and reaching vulnerable groups. The project will continue to support the efforts of CARE's partners to become national resource centers in regards to gender equality, youth work and violence prevention.

The main expected outputs are the following:

Output 1: Life Skills program (Program Y) scaled up in accredited countries with the Ministries of Education and supported in its promotion and capacity building for use in secondary schools.

Output 2: In selected communities, a Program Youth "Plus model" is developed, piloted and tested to address issues of vulnerability to violence and extremism amongst selected youth.

Output 3: In targeted countries, social movements activated and/or supported to engage/encourage citizens; including parents, youth and a diverse civil society, with the focus on encouraging governments to actively promote/address gender equality, life skills and health education in schools.

Output 4: Social norms campaign developed for targeted audience promoting peaceful masculinities, gender equality and addressing hate speech and intolerance.

Output 5 (OAK): Technical assistance, training and the promotion of tools and best practice related to work with youth, especially young men on gender equality, interpersonal violence

and positive youth development developed and disseminated in the Balkans, Eastern Europe and globally.

The YMI II project will be implemented in Albania, Bosnia and Herzegovina, Kosovo and Serbia and will target youth, especially young men vulnerable to violence and anti-social behaviors and strengthen key skills, knowledge, attitudes that support improved behaviors around gender equitable norms and non-violence. In total 56.800 people will be directly reached through the project: 150 teachers, 5000 students, 150 university students, 50.200 youth, 1100 parents/citizens, 100 community members and 100 movement leaders. (Indirectly more than 68.000 people).

Purpose of the Movement Building Training

The Movement Building Training will be done complementary for the projects contributing to the 3rd objective, for the overall program of the Young Men Initiative II, both finance by Austrian Development Cooperation and OAK Foundation. The Movement Building Training will be carried out to contribute to a comprehensive understanding and increase of knowledge around movement development for the representatives of project partner organizations.

Date: February 26 – March 1st 2019 (0.5 day on 26th, full days 27th and 28th and 0.5 day on March 1st)

Place: Banja Luka, Bosnia and Herzegovina

Participants: 18 partners` staff (2 per each organization) + 4 CARE staff / Total 22

Objectives of the Movement Building Training

The objectives of the Movement Building Training are:

- 1) Increased knowledge and understanding about how to build a social movement and how to coordinate it
- 2) Tailored made steps and action plan for social movement around introduction of healthy lifestyles programs into high school curriculum

Subject and focus (scope)

The Movement Building Training will be conducted by external trainer(s) with the support of CARE management.

The CARE management responsibilities:

- 1) Provide overall insight for trainers related to Young Men Initiative projects as well as achievements and specific project expected results
- 2) Provide input around project partner organizations and their scope of work
- 3) Present the project plans and provide necessary project documentation needed for the training preparation
- 4) Organize training and provide logistic support for it
- 5) Provide template for Training Reporting Format
- 6) Provide feedback for Training Report

- 7) Follow up on movement building activities with partner organizations

The Trainers' Responsibilities:

The Trainer(s) will be responsible for the following aspects:

1. Development of tailored made program and agenda for the training
2. Development of handouts and other training materials
3. Delivering 3 day training in Banja Luka in the period 26.02. – 01.03.2019.
4. Conduct internal evaluation of the training
5. Develop Training Report in English (max 10 pages)

Trainer(s)

The Trainer(s) is a critical partner in the implementation of Movement Building Training. The trainers will provide knowledge, concrete skills and know-how techniques and develop tailored made Action plan related to project theme, together with training participants. The trainer(s) will facilitate the discussion and guide participants to expected result.

CARE invites individual trainers, teams of trainers, NGOs and agencies for the Balkans region, familiar with the context and subject of the project in question, to respond to this call and present in details their expertise, experience, division of work and responsibility levels/responsible person (in case of teams or agencies).

Required qualifications

- Comprehensive experience with conducting trainings and consultancy for movement building processes (no less than 5 years)
- Comprehensive knowledge about existing movements in the Balkan region (BIH, Serbia, Kosovo, Croatia and Albania), especially around high school education, healthy lifestyle programs, youth.
- Prior experience with projects targeting young men and women beneficiaries from Balkan region.
- Prior experience with projects targeting gender mainstreaming, promotion of healthy lifestyles and gender equality and prevention of violence

Application process

If an individual is applying it is necessary to enclose:

1. Overall idea and plan about Movement Building Training for YMI project partners
2. CV with clearly visible experience around movement building (active web links, etc)
3. Offer for daily fee / rate per day in Euro and number of days predicted for the work. The Trainer should make a breakdown of costs in the budget part of the proposal, including different activities and types of costs (travel related costs should be included into the budget, if any).

If a company is applying, beside above listed requests, it must enclose proof of tax paid.

Offers should be submitted by **January 15, 2019** at 4 p.m. to the following address:
Procurement Team, CARE International Balkans, Hasana Kaimije 11, 71 000 Sarajevo or to
the e-mail address care@care.ba and shalkic@care.ba

The offer that is chosen by CARE International Balkans will be notified in writing by January
25th 2019.

Report

Training Report:

- Should be no longer than 10 pages (Arial or Times New Roman, font 11)
- Should present disaggregated data based on sex and if feasible ethnicity.
- The report fulfills the requirements listed in the Terms of Reference.

Report should be written in English (text must be edited free from spelling mistakes and unclear linguistic formulations).

Coordination/Responsibility

The coordination related to Training will be done by CARE Project Manager.

CARE commits itself to:

- Prepare and agree on a work-plan with the Trainer(s)
- Provide support with implementing the training.
- Coordinate with the Trainer(s)
- Provide requested documentation to Trainer(s)
- Provide logistical support to the Trainer(s)

Trainer(s) commits him/herself to:

- Realize all the activities listed in TOR in highly professional manner
- Respectful collaboration with partner organizations and CARE staff in the field

Payments

The payments will be made upon reception of the Final Training Report done by
Trainer(s); in one instalment on Trainer(s) bank accounts.

Trainers` travel costs, meals and accommodation during their stay in Banja Luka will be
covered by CARE.

Annex 1 – Format for Training Report

Training Report should include the following chapters:

- Introduction
- List of Acronyms
- Executive Summary
- Training Agenda
- Flow of the training with main learning outcomes

- Action Plan for Movement Building within YMI project
- Internal Evaluation of the Training
- Conclusions
- Recommendations
- Annexes: Handouts, training materials, Action Plan

All data should be disaggregated data based on sex and if feasible ethnicity.