



Request for Proposal 2021-18 – Mainstreaming gender into PVE programming

Joint training for GCERF’s grantees in Bangladesh and Sri Lanka

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About GCERF

The Global Community Engagement and Resilience Fund (GCERF) is a global fund based in Geneva providing grants for national organisations to prevent violent extremism. It signed a Headquarters Agreement with the Swiss government in May 2015, providing it with privileges and immunities in Switzerland.

GCERF is the first global effort to support local, community-level initiatives aimed at strengthening resilience against violent extremist agendas. As a public-private partnership operating at the nexus of security and development, GCERF works in partnership and consultation with governments, civil society, and the private sector in beneficiary countries to support national strategies to address the local drivers of violent extremism.

GCERF provides support to community-level initiatives that: seek to address locally specific drivers of radicalisation; provide tangible, positive alternatives to what violent extremist groups may offer; counter violent extremist narratives and messaging; and build capacity of governments and civil society to counter violent extremism.

GCERF focuses on local communities because they suffer the most from violent extremism (VE), and because they are optimally placed to understand and act upon the drivers of VE. GCERF's work is anchored in the Sustainable Development Goals, in particular Goal 16 "Peace, Justice and Strong Institutions." GCERF is also committed to the UN Global Counter-Terrorism Strategy (2006) and the UN Plan of Action to Prevent Violent Extremism (2016).

Description of Services

Background

GCERF has been working in **Bangladesh** supporting consortia of Civil Society Organisations (CSOs), as well as individual CSO to design and implement PVE-community level projects. Since 2016, GCERF funded programs aiming at strengthening resilience against VE among students from universities and madrasas, in and out of school youth, women and men in communities of Dhaka, Khulna, Rajshahi, and host and Rohingya communities in Cox's Bazaar. The initiatives supported enhance dialogue and cohesion among communities, strengthen sense of purpose of youth, PVE knowledge, and agency of community members, and support their access to economic opportunities and livelihoods. GCERF's grantees have worked closely and engaged in their PVE programs a wide range of stakeholders, including local and central institutions, community and faith leaders, and educational institutions among other key agents.

In 2021, GCERF started a pilot programme in six districts of **Sri Lanka**, namely in Ampara, Batticaloa, Colombo, Kaluthara, Kandy, and Kurunagala, focusing on enhancing the capacities of local youth-led Community Based Organizations (CBOs) on PVE to lobby around and support addressing youth radicalisation to VE, through a small grant programme. The programme aims to enhance the resilience of youth, including women and girls, men and boys from diverse ethnic, religious, cultural and social backgrounds against VE by creating space for dialogue, shared vision, communal harmony and enhancing trust and interactions between young people. Furthermore, the programme aspires to bridge linkages between youth and religious /community leaders to navigate drivers of VE and enhance community dialogue.

Several South Asian countries are experiencing a dramatic surge of violent extremism in the last few years, including Bangladesh and Sri Lanka, where extremist organizations exploit young women in acts of violence. The 2020 Global Terrorism Index, for the second year in a row, ranks South Asia as the most impacted region by terrorism in 2019, recording more deaths than in any other region. In the post-war Sri Lanka, violent extremism has manifested in many forms over the past decades, the recent being the Easter Sunday attacks carried out by young and educated suicide bombers. While different actors are increasing their efforts on the prevention of violent extremism (PVE), including through new strategies, legislations, and community-based programming, more needs to be done on the gender perspective of PVE programmes.

In Bangladesh gender norms, stereotypes, and social constructions of masculinity and femininity are holding back the progress on PVE through limiting the role that women and girls play in this process. Based on program experience and studies commissioned by GCERF, women's involvement in PVE efforts is limited, yet their vulnerability to VE is higher. Findings of baseline studies conducted by GCERF's grantees in 2020-2021 highlighted that women feel largely excluded due to social norms restricting their involvement in public fora, as well as due to the lack of space to voice their opinions. For example, the baseline study in Cox's Bazaar found that women from Rohingya community were significantly more prone to perceive violence as a justifiable means to fight for a better world than men.

Objective

To strengthen the capacity of GCERF's grantees and enhance the gender responsiveness of GCERF's programmes by providing a joint training for grantees in Bangladesh and Sri Lanka on mainstreaming gender issues into PVE programming.

The training is expected to ensure that grantees have better understanding of gender dynamics in their specific country contexts and are able to:

- a) carry out a gender analysis and integrate it into PVE programming;
- b) demonstrate how women can be better integrated in their programming and how women and men can better identify gender challenges and address them;
- c) integrate gender perspective in project activities and plans and be able to train sub-grantees and community members and stakeholders on gender issues.

Below are specific areas that are expected to be tackled during the training:

- 1) **Integration of gender analysis in PVE programming based on country specific context:**
 - o The roles women play in VE and terrorism, including engagement in recruitment within and beyond their families, engagement in logistics, intelligence gathering, and other support, and the effect of unconscious bias and gender stereotypes, such as depicting women as "victims" and not "actual terrorists" and how this can impede P/CVE efforts.
 - o A gender-sensitive understanding of ideological and material motivations for women and men to join violent extremism; how terrorist organisations exploit gender norms and stereotypes, including social constructions of masculinity and femininity to tap into different vulnerabilities among diverse groups of men and women; how unequal gender norms, including exclusion from public life, misogyny, lack of agency, and others impact women radicalization to VE.
- 2) **Women's empowerment in PVE:**
 - o The best practices to address unequal gender norms to increase women's participation and engagement in PVE efforts. The baseline studies funded by GCERF in Bangladesh in 2020 revealed that women are significantly less aware of PVE responses and less willing to discuss PVE within their communities, due to the general patriarchic nature of the society restricting women's participation in social fora, coupled with hate speech against women who hold a specific political view¹. The training should guide grantees on how to design and implement initiatives that best address these constrains.
 - o GCERF grantees, particularly in Bangladesh, conduct a series of activities, including courtyard meetings with women, dialogue sessions on PVE and gender-based violence, etc. The training should tap into the interplay between gender-based violence (GBV) and VE, including psychological impact of gender-based violence in women's mental wellbeing, self-confidence, and attitude in taking an active and leadership role in empowering their lives socially and economically, but also in PVE. The training should serve as a guiding tool for grantees on how to design and adopt methodologies used in their GPV initiatives to effectively address VE.
 - o Mainstreaming gender in PVE programs, policies, and advocacy actions, and promoting policy alignment with the United Nations framework on Women, Peace, and

¹ *Hate speech in Bangladesh has significantly increased in the recent years, including online and offline hate expressions against women who express views that are not fitting within traditional ideas, such as women activists who have started conversations on marital rape. Read more: <https://www.thedailystar.net/opinion/news/violent-speech-begets-violent-nation-1981445>*

Security (WPS). Women, as a result of their roles and responsibilities in the family and community, are often the first to notice early warning signs of violent extremism and radicalization to VE. However, they often have limited knowledge, participation and leadership in the public sphere, which prevents them from having the legitimacy or opportunity to express concerns and proactively respond. For example, during key informant interviews (KIIs) in Dhaka, women reported that men exclude women participation in any decision making concerning the students' community, while male students did not even consider this as a factor defining exclusion. The training should guide GCERF grantees on how to adjust their initiatives to involve women, women faith leaders, and women-led civil society organizations more in the design and implementation of PVE programs, for example through:

- Consulting women-led organizations and women faith leaders in the development of gender sensitive counter-narratives that recognize women's agency and are therefore more likely to reach women and girls;
- Establishing and coordinating networks of women involved in PVE;
- Ensure that initiatives for economic empowerment serve as an entry point for engaging both women and men in community efforts to PVE;
- Enhancing community dialogue among men, women, community and faith leaders, and local authorities to support girls' engagement in and access to education, including on tolerance, human rights and gender equality;
- Strengthen women inclusion and leadership in decision making and increasing the understanding and support of men in promoting equal gender norms, women's rights, and women engagement in public life.
- Support advocacy actions that enable women and girls to participate in CVE by mandating efforts to consult and engage with women participants in the design, implementation, monitoring and evaluation of CVE policies and programs; and others.

- 3) **Strengthening grantees' capacities on how to incorporate a gender-sensitive approach in their methodologies, training and dialogue modules, monitoring and evaluation plans, and risk assessment tools.** The training should also provide grantees with capacity on training other trainers, including sub-grantees, agents of changes, and other stakeholders, on gender and PVE.

Work to be performed and deliverables

The selected service provider will organise a 2-3-day training for an estimated number of 25 grantee staff from Bangladesh and Sri Lanka either virtually or in person in Bangladesh if restrictions related to COVID-19 allow.

GCERF uses Microsoft Teams for virtual trainings, however, other platforms also can be used if preferred by the service provider, but it should be at the expense of the service provider and agreed with GCERF. Virtual sessions will be held for 4 hours per day for 3-4 days.

The service provider is expected to be fully responsible for the delivery of the training, which includes the design of training materials, delivery of the training per se, preparation of a final training report. The service provider is expected to liaise with GCERF to agree the content of the training to ensure that it is aligned with GCERF understanding and practices.

All logistical issues related to the attendance of the training by grantee staff will be handled by GCERF, including transportation and accommodation of grantee staff, venue, etc., for an in-country training. The service provider is expected to organise all logistical issues related to his/her travel or related expenses if travel is required for an in-country training.

In addition, GCERF expects the service provider to:

- Design and apply a “pre- and post-training evaluation” to assess the level of knowledge of GCERF grantees on gender and PVE, ensure that the training materials and approaches are tailored to their capacity gaps, and finally assess how much GCERF grantees have learned from the trainings.
- Develop the training content based on the country needs assessments and baseline studies commissioned by GCERF, as well as the programme descriptions of grantees to ensure that the information and best practices provided by the training are context and programme specific.
- Finally, the service provider should submit a manual on Gender and PVE based on the workshop content (max 15 pages) and a brief report (max 5 pages) summarizing the workshops plus the results of the post-evaluation, as the last deliverable of the contract.

Work to be performed and deliverables

Task/output	Suggested timeframe
a. Initial survey to assess knowledge and identify capacity gaps of grantees on gender mainstreaming in PVE programmes	By 20 July
b. Training on Gender and PVE	By 15 August
c. Manual on Gender and PVE	By 15 September
d. Final report summarising the workshops/Evaluation results	By 31 August

The service provider should indicate in their proposal if this timeframe is suitable or suggest an alternative.

Characteristics of the provider

GCERF is seeking to commission a service provider with: demonstrated expertise in Gender and PVE, particularly in the context of Asia.

Bidders should have the following competencies:

- Experience on Gender implications in Peace and Security in the Asia context;
- Experience and expertise on providing training on gender, peace and security;
- Understanding of the sensitivities of P/CVE work;
- Availability to start the work as soon as the contract is signed;
- Experience and expertise on providing training for civil society organisations is a plus; and
- Experience and expertise on providing training on gender and P/CVE is a plus.

The preferred bidder is a recognised, credible institution or company with extensive experience in gender studies, gender training, expert knowledge on gender equality and women empowerment, knowledge on PVE and familiarity with the PVE context in Bangladesh and Sri Lanka.

GCERF encourages local bidders from Asia with extensive experience on Gender and P/CVE to apply.

Its staffing levels, qualifications and expertise should be appropriate to be able to provide timely and high-quality services to GCERF. The provider should demonstrate a high degree of commitment to good customer service and willingness to listen to the ideas and priorities of GCERF.

The fees charged should be reasonable, competitive and related to services rendered to the extent possible. The provider must comply with all applicable laws and regulations. It should adhere to a strict confidentiality policy in relation to client information. The provider should also abide to the following:

Submission of proposals

Proposals should follow the template provided below. Failure to follow the proposal structure or to comply with the instructions in this Request for Proposal will be at the bidder's risk and may affect the evaluation of the proposal.

Proposals should be sent latest by **30 June 2021** by mail or courier in a closed envelope to GCERF's offices clearly marked "Bid reference: 2021- 18. The proposal may also be submitted by email in the form of "pdf files". The email should be addressed to bids@gcerf.org.

Period of validity of the proposal

The proposal must be valid for a period of 60 days following submission.

Cost of preparation and submission of the proposal

The bidder shall bear all costs associated with the preparation and submission of the proposal, including but not limited to the possible cost of discussing the proposal with GCERF, making a presentation, negotiating a contract and any related travel. GCERF will in no case be responsible or liable for those costs, regardless of the conduct or outcome of the selection process.

Selection of bidders

Bidders are requested to provide the most appropriate and most cost-effective solution to meet the requirements.

The selection will be made based on a number of criteria that will be applied systematically to all bids received:

- Responsiveness to request;
- Proposed approach;
- Qualifications, experience and composition of the team;
- Credibility of the bidder organisation;
- Quality of the offer document; and
- Financial Offer.

Proposal template

Bidders must submit their proposal following the template below:

The proposal is made up of four different sections

1. Disclosure form
2. Profile of the bidder
3. Technical proposal
4. Financial proposal

Please keep the overall proposal within 10 pages. You may annex additional information as needed.

1. Disclosure form

To be completed by a duly authorised representative of the Bidder: *On behalf of (name of public institution/private or public business entity/myself) (referred to in this document as "the Bidder"), I (name and title of the Bidder's representative) confirm that I am a duly authorized representative of the Bidder and hereby submit this proposal in response to GCERF's Request for Proposal 2021-18. I confirm that all statements and representations made in the proposal are true and correct.*

Date submitted:

Submitted by: (Name of Bidder)

Name and Title of Authorised Representative:

Date:

Signature

2. Profile of the Bidder

Please provide a brief background of the Bidder, highlighting relevant research and country experiences including existing relationships in the country.

Please explain the legal status of the bidder; including its registration with the relevant competent authorities.

Please explain your organisational/individual strengths and values and your customer service approach.

Please provide information on prior experience with similar requirements and references that GCERF may contact.

3. Technical Proposal

- A. Business need: Please indicate your understanding of GCERF's business needs for which you are submitting this proposal.
- B. Objectives and deliverables:

Please list the deliverables as specified in this Request for Proposal and indicate whether and how the Bidder commits to deliver these.

Optional: Present deliverables not listed in this Request for Proposal but which in your expert assessment, are necessary to achieve the objectives of this request.

C. Approach:

Please provide your ideas on the following:

1. The topics that will be taught in each day of the training, and the pedagogical approach.
2. Suitability of the proposed workplan and timeline: key tasks/phases, deliverables, indicative timeline and provisional dates of activities – may be presented using text and/or graphics;
3. Measures to ensure quality control over the delivery of services to GCERF.

D. Service Management Plan:

Please provide details for how your firm would ensure that it provides satisfactory services to GCERF. Please explain how you would coordinate the service offering, including proposed meetings and any proposed mechanism for feedback to and/or coordination with GCERF.

E. Team Composition:

Please provide the following information on the proposed team that would work with GCERF:

- Team organisation
- Individual team members; name, role in the team, area of expertise and relevant experience. Please include their CVs.

F. Risk Mitigation Plan:

Please list any identified risks, including potential security and ethical concerns, which may affect the successful delivery of services and any proposed mitigating measures.

G. Assumptions (optional):

Please list the assumptions on which your proposed approach and successful completion of deliverables are based that you think would be important for GCERF to understand.

H. References:

Please briefly provide recent examples of similar projects that have recently been undertaken. Please indicate if the name of the client may be disclosed and if GCERF may contact the client for references.

4. Financial Proposal

Please explain the basis of the proposed fees and any other charges to GCERF and their level. This should include costing for administrative tasks including travel, accommodation, and visa procurement. Please note that GCERF is exempt from VAT. Please include the basis for invoicing and terms and conditions for payment.