

## **Terms of Reference**

### **for the Research within Regional Project:**

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

**Deadline for application: 15<sup>th</sup> of October 2018**

#### **About local organization**

Peer Educators Network (PEN) is a non-governmental and non-profit youth organization which has been an ally of young men and women for more than 10 years now. PEN has the status of an NGO working all over Kosovo, with headquarters in Prishtina, and is active in all municipalities in Kosovo with more than 1500 volunteers/peer educators.

Our mission is to create a community where youth are mobilized and empowered to act as agents of social change for an inclusive society, by implementing programmes on capacity building, social inclusion and healthy lifestyle practices, all while utilizing a peer to peer approach. Our vision is to contribute towards creating a community where young women and men are mobilized and empowered to act as agents of social change for an inclusive society.

Peer Educators Network is a partner in the project "Men and Boys as Partners in Promoting Gender Equality and prevention of Youth Extremism and Violence in the Balkans", implemented by CARE International in Balkans and supported by the Austrian Development Agency (ADA) and OAK Foundation. Young Men Initiative is a region-wide program designed to promote healthy lifestyle choices for men and boys in the Kosovo since 2011, and to combat rigid social and gender norms. The objectives of this program continue to be the choosing of good decisions over poor ones in life situations. Some of these include preventing violence against women, anti-bullying, and rejecting violent behavior. Young Men initiative aims to curb these behaviors in youth to prevent them from becoming habits later in life. This includes the cycle of violence, the education of contraceptives and preventing alcohol and narcotic abuse. The Program Y was accreditation from Ministry of Education and received for the period of two years but there has been great initiative of Ministry to form a Committee that will gather all interested stakeholders for development of the life skills program and sexual human rights and reproductive health sexual education for high school curriculum.

## 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.

The YMI II project is to be implemented in Albania, Bosnia and Herzegovina, Kosovo and Serbia and targets 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).

### **Program Y Plus – prevention of youth extremism and radicalism**

In the Balkan countries attention has started to focus on the issue of the prevention of extremism amongst youth and looking at the root causes and vulnerabilities that support some youth to engage within violent and or radical groups. For example, these Balkan countries adopted strategies Albania (2016), Bosnia and Herzegovina (2015), Serbia (2016) and Kosovo (2015); they also adopted 5-year action plans that are also addressing the education and social welfare sectors as a priority, especially in engaging vulnerable youth. According to UNDP, a wide range of external factors (e.g.: geopolitical developments, demographic change, economic pressure, migration, social and mass media) can lead to the way towards extremism. These factors and ‘drivers’ are often combined with one another and interact with the context through various forms.<sup>1</sup> In addition society often fails in providing youth safe spaces, acknowledgment, empowerment and inclusion.<sup>2</sup> Youth outside of education or employment and/ or lacking opportunities to participate within the community life are more vulnerable to extremist voices and ideology. As the report from the Regional Cooperation Council “Initiatives to Prevent / Counter Violent Extremism in South East Europe highlights preventative initiatives with at risk youth that engage with both the education and social welfare system show the most promising practice in prevention.

Through our preventative model “Program Y plus” that will be developed within this project, the spotlight is on providing the skills and opportunities for youth to engage within the community, develop connections and relationships with different positive adults. In engaging with both, the youth and their families, the main focus is to develop their agency and address issues impacting their education, relationships and civic participation. While most media and security institutions attention has been centered on those youth recruited for ISIL/ Daesh, more recognition has been placed on the need to focus on preventing the push factors.

### **Objectives of the Program Y Plus Research**

The overall objective of the Program Y Research is to describe the situation regarding the youth extremism and radicalism; to identify the life conditions and push factors that lead young people to extremist and radical behavior. Furthermore, the research should describe the situation in the families, schools, communities that enable such a behavior.

The specific objectives are:

- 1) Conducting the situation analysis on overall situation in the country related to youth extremism and radicalism (cases of violence, research and studies already done, strategic and action plans already developed; activities that are being done in the country to prevent that kind of violence, led by institutions or NGOs).

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<sup>1</sup> Institute for Democracy and Mediation: Religious Radicalism and Violent Extremism in Albania (2015), <http://idmalbania.org/wp-content/uploads/2015/07/Religious-Radicalism-Albania-web-final.pdf>

<sup>2</sup> UNDP (2016): Preventing violent extremism: Through promoting inclusive development, tolerance and respect for diversity. [http://www.undp.org/content/undp/en/home/ourwork/global-policy-centres/oslo\\_governance\\_centre/pve.html](http://www.undp.org/content/undp/en/home/ourwork/global-policy-centres/oslo_governance_centre/pve.html)

- 2) Data analysis related to exploration of life situations and push factors as well as recommendations for adequate methodology and programs for youth at risk, their parents/guardians
- 3) Exploration of attitudes and views of social welfare and health system representatives, educational institutions, formal or informal education, NGO activists, religious leaders, media representatives in order to get recommendation for programming.
- 4) Conducting a Baseline and Endline study in order to measure the change in attitudes, knowledge and behavior of main beneficiaries group young men and young women but also parents/guardians, representatives of institutions, religious leaders and media representatives.

<b>Subject and focus (scope)</b>
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The Research will be conducted by an external Consultant, with the support of YMI Coordinator, following the division of tasks and responsibilities:

**The YMI Coordinator:**

- Provision of necessary documentation and data for the researcher
- Provision of logistic support for organizing meetings, interview and focus group with target groups
- Recruitment and selection of youth, parents/guardians, religious leaders and other community representatives that will be involved in the program as well as in Baseline/Endline Research
- Presenting the existing YMI methodology and the plans for Program Y Plus development

**The Consultant`s Responsibilities:**

The Consultant will be responsible for the following aspects while conducting the assessments:

1. Development of Situation Analysis on a country level related to youth radicalism and extremism;
2. Developing tools for quantitative and qualitative survey for youth at risk, parents/guardians, social welfare and health institutions representatives, religious leaders and media representatives
3. Conducting quantitative and qualitative survey with target groups – Baseline assessment at the beginning of the process and Endline Study after program piloting
4. Providing detailed and comprehensive data analysis and recommendation for programming
5. Writing reports: 1) Situation Analysis; 2) Baseline Assessment; 3) Endline Study and 4) Final Report

## Research approach and methods

The Researcher should provide within the offer for this Terms of Reference and with info provided here, suggestions for Research approach and methods, while having in mind that both quantitative and qualitative data must be gathered. It is possible that Researcher interested in this job, consult with Project Coordinator before submitting the offer.

### Indicative workload:

Description of the activities	Number of Days	Responsible person
Desktop Study – Situation Analysis	2 Days	Consultant, YMI Coordinator
Developing tools for quantitative and qualitative research	3 Days	Consultant
Conducting Baseline research – interviews, focus groups (field research)	5 Days	Consultant
Situation Analysis and Baseline Assessment Reporting	1 Day	Consultant
Monitoring meetings with organization representative during piloting phase	3 Days	Consultant, YMI Coordinator
Conducting Endline Study – interviews, focus groups (field research)	5 Days	Consultant
Endline Study and Final Report	4 Days	Consultant, YMI Coordinator, CARE Coordinator
<b>TOTAL</b>	<b>23 Days</b>	

## Timetable

Timetable	Output	Comments	Responsible person
Oct 22 – 24 2018 (2 days)	Situation Analysis Report		Consultant
Oct 25 – 27 2018 (3 days)	Tools for qualitative and quantitative research		Consultant
Oct 28 – Nov 1 2018 (5 days)	Baseline Assessment – field research		Consultant
Nov 2 – 5 2018 (4 days)	Situation Analysis and Baseline Report		Consultant

Nov 15 2018 – Avg 15 2019	Monitoring meetings		Consultant and YMI Coordinator
Sept 1 – 5 2019 (5 days)	Endline field research		Consultant
Sept 6 – 9 2019 (3 days)	Endline Study and Final Report		Consultant
Sept 10 – 11 2019 (2 days)	Revision of the report by YMI Coordinator and CARE		YMI Coordinator and CARE
Sept 12 (1 day)	Finalization of the Final Report		Consultant

<b>Research team</b>
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The Research team will consist of YMI Coordinator, an External Consultant and the CARE Project Manager.

The Consultant is a critical partner in the implementation of the Research. The Consultant will provide inputs on the assessment content (study design, sampling approach, indicators, etc.), implementation plan, questionnaire and the pre and posttest development. The Consultant will be involved in analyzing and interpreting the findings, data entering and producing the reports. He/she will work in close cooperation with YMI Coordinator.

Peer Educators Network-PEN invites individual experts, teams of experts, 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 evaluations and similar researches (The applicant is requested to send several samples of prior evaluation reports written by him/herself).
- Excellent oral and writing skills in English.
- Academic background from social sciences.
- Prior experience of working in the Balkans region.
- Prior experience with projects targeting young men and women beneficiaries, health and social welfare institution representatives, religious leaders and media.
- Prior experience with projects targeting prevention of youth extremism and radicalism.
- Knowledge of the national/regional and EU public policies targeting prevention of youth radicalism and extremism.

## **Application process**

If an individual is applying it is necessary to enclose:

- CV with printed hard copies (or e-documents in PDF format on CD) or active web links that indicates experience described in above eligibility section
- Proposal of research methodology and approach as well as indicative workload
- Daily fee/rate per day in Euro and the number of days predicted for the work. The Consultant 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 **15<sup>th</sup> of October 2018 at 5 p.m.** to the following address:  
**info@ngo-pen.com**

The offer that is chosen will be notified in writing by **20<sup>th</sup> of October 2018**

## **Reports**

Reports have to be submitted in hardcopy format and online:

### **Situation Analysis /Baseline Assessment / Endline and Final Report:**

- Should be no longer than 20 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**

### **Partner organization commits itself to:**

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

### **Consultant commits him/herself to:**

- Realize all the activities listed in TOR in highly professional manner
- Respectful collaboration with partner organization and beneficiaries in the field

## **Payments**

The payments will be made in separate 2 installments:

1. For 11 consultancy days in the period Oct 22 – Nov 5 2018 upon submission of the Situation Analysis and Baseline Report
2. For 12 consultancy days in the period Nov 15, 2018 – Sept 12 2019 upon submission of Final Report

## **Annex 1 – Format for Baseline/Endline Report**

Baseline/Endline Report should include the following chapters:

- Introduction
- List of Acronyms
- Executive Summary
- Situation analysis
- Methodology applied
- Findings
- Conclusions
- Recommendations
- Annexes: Qualitative and Quantitative tools

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