

Comprehensive CSO Capacity Building Program for 10 local CSOs in Northern Iraq

Call for Expression of Interest (CFEI)-Terms of Reference (ToR)

Summary

WRO is pleased to announce the launch of its 2 year program in partnership with the United Nations Democracy Fund, UNDEF, in response to the significant request of national NGOs to participate in capacity building programs. The program will train, coach and mentor 10 local CSOs through an integrated and compressive approach over the course of 11 months and create governmental advocacy and participation platforms for local CSOs.

Background

Women Rehabilitation Organization (WRO) through its *Capacity Building and Political Engagement of Civil Society Organizations Engaging in Gender Equality Programming in the Kurdistan Region of Iraq (KRI)* project seeks to strengthen and empower underdeveloped civil society organizations (CSOs). The overall objective is to increase the representation and participation of women focused civil society organization in cooperation and communication with government and non-governmental entities to ultimately better serve and advocate for the IDPs, refugees and host community members affected by the current conflict. By doing so, WRO expects that the participating CSOs will have greater understanding of operational structure and gender programming through capacity building activities and be given a platform to coordinate and advocate. The projects will address the gaps in culturally competent and gender sensitive quality service provision though bolstering the capacity of civil society to meeting the needs of the community, while strengthening and facilitating the voice of these women and girls in civil society and governmental platforms.

The implementation of this project will strengthen CSOs through capacity building activities that will increase their knowledge on operational structure, gender mainstreaming, and advocacy to further engage in gender-based program designs and initiatives to meet the needs of the community and have an increased rate of participation of local women CSOs and their beneficiaries in government platforms. In order to increase the CSOs capacity, WRO will host a 4 part comprehensive training on organizational and institutional capacity as well as gender programming and advocacy. Participation and engagement among civil society will be conducted through workshops engaging with parliamentarians, non-governmental organizations, governmental bodies and UN agencies and the creation of an advocacy committee.

This project will work with national CSOs to address the gaps in quality service provision and simultaneously bolster the capacity of CSOs in order to meet the needs and provide services for the most vulnerable including women and girls all the while facilitating their inclusion and providing a platform for their voices to be heard on a larger scale. Through

the use of practical and theoretical trainings, workshops, guidance and coaching, CSOs involved in this empowering capacity building project will be able to maximize their capacity and deliver results which will strengthen their ability to meet the needs of vulnerable populations.

Project objective: To strengthen the capacity of gender equality focused civil society organizations (CSOs) to engage with government to meet the needs of vulnerable women and girls, especially those of displaced and host populations affected by the current conflict.

Training Program:

The trainings will be broken down into modules and conducted at a logistically appropriate conference hall. Each training workshop will last for 2-4 days, from 9am-5pm. The workshops will be held monthly and include all 10 CSOs. The trainings will be compulsory for all 20 participants, i.e. 2 members of each organization such as the Director and the head of the related department. Other support staff may also be invited to participate in the trainings, as determined by relevance to a particular thematic area (with a total estimated of 22 participants per training session). The capacity building program will apply the adult learning approach, which means provision of four levels of learning: acquiring knowledge, acquiring skills, change of views, and change of behavior. The list of methodological approaches to be applied: coaching, consultative support, training workshops, in-house training:

A total of 10 trainings (for a total of 28 days) will be conducted over an 11 month period. Each session will have 22 trainee participants (approximately 2 persons for each of the 10 CSOs of which is suggested to be the director or someone who will be with the organization for a long time and supporting department head). Modules will focus on the following 4 main areas:

I. CSOs participate in modules focusing on organizational and institutional capacity (divided in 4 trainings of 4+4+2+1 days)

- Fundamental aspects for CSOs;
- Detailed instruction of organizational governance;
- Provide intensive practical training on organizational operational functions Management, Finance, HR, Administration;
- Provide intensive practical training on support functions such as Data Management, Logistics and Procurement, security, etc.

II. CSOs participate in modules focusing on programming capacity (divided in 4 trainings of 4+4+2+1 days)

- Introduction to Gender Programming
- Gender Analysis and Gender Mainstreaming
- Project Cycle Management
- Results framework

- Assessments
- Monitoring and evaluation
- Interagency coordination mechanisms and UN Cluster system
- Action Against Gender-Based Violence through Programming
- International Legal Human Rights Instruments Related to GBV
- Multi-sectorial programming; Protection (GBV, CP, MHPSS etc.) Livelihoods, Education, WASH, Health, Shelter, NFI,
- Social service provision for the marginalized groups.
- Do No Harm/IASC/Sphere Principles and Guidelines

III. CSOs participate in modules focusing on donor relations and coordination (1 training of 3 days)

- Proposal writing and fundraising
- Donor relations and reporting
- Communications

IV. CSOs participate in modules focusing on advocacy and democratic participation (1 training of 3 days)

- Partnership, donor, governmental and non-governmental relations
- Advocacy and lobbying and policy making on local level
- Promotion of activism and volunteering
- Women's and CSOs voice in government

During the duration of the program, participants will also receive mentoring in the form of on-site coaching, and consultative support.

Eligibility:

CSOs interesting in participating in the program should:

- ✓ Be a national organizations which is officially registered to operate in the KRI, (will also be open to those based in the KRI but who may be operating in newly liberated areas in addition to the KRI)
- ✓ Be operating in at least one of the geographical areas of; Dohuk, Erbil, and Sulaimanyah, as well as the disputed territories of Ninewa and Kirkuk.
- ✓ Have existed for at least 2 years
- ✓ Be active and able to present a minimum of 5 initiatives implemented at the local level during the past two years
- ✓ Worked in one of the following areas:
 - Advocacy, lobbying and policy making on local level promoting gender equality or;
 - Service provision for the marginalized and vulnerable groups.



Requirements:

Interested CSOs must be highly motivated to participate in the program, full dedication, engagement, participation, and availability is absolutely essential to ensure the success of each organization in the program.

How to Apply:

Interested CSOs should submit the attached form by April 30th, 2017

All applications will be reviewed and selected equally and fairly by a selection board made up of multiple entities. Selected applicants will be provided with further information and details.

For more information or any questions please do not hesitate to contact us at:

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or

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