



International Foundation for Electoral Systems

INTERNATIONAL FOUNDATION FOR ELECTORAL SYSTEMS

Reference: Request for Application No. RFA-23-007

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Subject: Addenda 1 to IFES' Request for Applications (RFA-23-007) for She Leads Women's Leadership Program in Pakistan

The purpose of this addenda is to modify the scope of work of the RFA-23-007.

Section 4, Scope of Work is hereby deleted in its entirety and replaced with the following:

4. Scope of Work

She Leads uses an interactive and modular training approach to build women's leadership skills while also facilitating opportunities to use these skills as agents of change within their communities. Through training and assignments, participants will build knowledge of peace, rights, equality, power dynamics, ethical leadership and good governance. She Leads alumnae will influence policy development and lead efforts that address conflict drivers in their communities. All post-training assignments will be designed from a comprehensive Do No Harm approach to anticipate and minimize potential retaliation against advocates engaging in peacebuilding in their community.

She Leads Trainings:

IFES will work with the selected partner to implement the She Leads training, which consists of three core modules – beginner (three days), intermediate (four days) and advanced (four days). The structured, modular program enables the same women to attend a series of consecutive trainings over a period of several months, with approximately six to eight weeks between the training modules. Core topics will include building self-confidence, teamwork, electoral processes in Pakistan, public speaking, networking and building allies, effective negotiation, ethical and inclusive leadership, public communication, and personal action planning.

Deliverables:

Note: IFES anticipates awarding up to four subaward – one per province. Applicants may apply to cover more than one province, but will need to demonstrate that they have significant experience and connections with the communities in areas proposed provinces.

- Identify gaps in women's leadership skills and work with IFES to develop curriculum to meet those gaps
- Translate curriculum materials in local languages as needed
- Identify and select She Leads participants (approximately 200/province, to be determined in coordination with IFES at the contracting phase), about one quarter of which will be young women leaders.

- Conduct three-day beginner, four-day intermediate, and four-day advanced trainings for She Leads participants
- Conduct monitoring and evaluation – in a format agreed to with IFES – throughout the program to measure progress and impact.
- Provide IFES with participant lists, photographs of trainings, and training reports for each training

Community Action Plans and Alumnae Engagement:

Between and after intermediate and advance modules, women participants will carry out assignments. The selected organization will oversee the assignments, including disseminating small microgrants if needed, and tracking participants' progress in meeting their goals.

Deliverables:

- Identify community development-related issues, and at the end of each core module have participants develop action plans which can include but is not limited to:
 - Implementing voter and civic education campaigns emphasizing universal rights to electoral and political engagement
 - Advocating for rights-based policies and reforms by launching initiatives to address community-based concerns, such as health or economic issues for women
 - Advocating to candidates and party leaders to adopt rights-based and inclusion commitments in their campaign platforms
 - Peacebuilding by addressing reasons of community conflict and violence, and developing community cohesion and tolerance
 - Responding to environmental and other local development challenges identified through participatory appraisal approaches
- Devise a system to provide micro grants to She Leads graduates to implement action plans starting from intermediate training
- Establish and facilitate a Community of Practice (CoP) forum/community-based group of She Leads Alumnae at the tehsil and district level, where they will be meeting bi-monthly to discuss the progress of their community-based assignments, share challenges, extend support and develop plans for the execution of the mutual initiatives.
- Arrange lessons learned workshop for She Leads graduates for showcasing and experience sharing for She Leads graduates.
- Establish a network of She Leads alumnae, through a network of sub-area coordinators, that shall meet formally twice a year
- Design, print and disseminate relevant IEC materials for the general public awareness online & community-based campaigns. Each material should be converted into braille and sign language to make it more inclusive.
- Organize celebrations of 8-10 National and International days such as International Women's Day and Democracy Day. (List to be finalized in consultation with IFES.)
- Engage a videographer to document the project documentary to be finalized in consultation with IFES
- Conduct monitoring and evaluation and data collection, in formats agreed to with IFES, to measure progress and impact throughout the program;
- Participate regularly in project coordination/progress review meetings arranged by IFES;
- Submit all programmatic, training, photos, event reports, final report - on monthly basis or as requested by IFES and when required.

Male Champions - Male Allies Training Program :

A core complementary component of the She Leads program is building networks of male allies. A lack of family support is a leading reason that dissuades women from pursuing leadership roles, particularly political ones, driven by factors including pressures of traditional household duties and the fear that women who play a strong role will be targeted by violence. To counter this challenge, the selected partner will build a network of male champions through gender sensitization training and peer support with a focus on supporting women to enter leadership positions and gender-sensitive voter registration outreach on the importance of women’s political participation to male heads of households as gatekeepers where women’s political participation depends on men’s support. More specifically, applicants should submit proposals that include:

- Work with IFES to design training for male allies – who are family members of the She Leads participants, to include gender sensitization training and peer support, how to support gender voter education, the importance of women’s political participation, and volunteerism.
- Build a network of male champions for supporting women to enter leadership positions and to support gender-sensitive voter registration outreach on the importance of women’s political participation.

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End of Addenda