



Terms of Reference

Expert(s) for developing training program on advocacy and training implementation

INTRODUCTION

Konrad Adenauer Stiftung (KAS) in partnership with the Association Atina (Serbia) and the Macedonia Lawyers Association (MLA) started with implementation of the project ***Building Together: Community Monitoring and Advocacy*** which is financially supported by the European Union. The overall objective of the project is to improve the position of refugees and other migrants, especially children and women in local communities in Serbia and Macedonia. During the project KAS, ATINA and MLA will develop participatory community-based mechanisms for continuous monitoring and advocating for the implementation of effective integration and protection policies and services for migrants, especially women and children.

The expected outcomes of the projects are that: Local Monitoring and Advocacy Networks are able to monitor local policies and protection practices in regards to integration of migrants; Local policies and services for migrants (especially children and women) are improved; similar initiatives gathering CSOs and institutions are implemented in Macedonia, Serbia and the region.

RATIONALE

The migrant and refugee crises in Europe from 2015 became the worst humanitarian crises since the Second World War. Since the breakout of the crises over 1 million migrants and refugees crossed into Europe in search of better opportunities. The main countries of origins of the migrants are: Syria, Afghanistan and Iraq. With its central geographical position Macedonia and Serbia played a crucial role within the Balkan Route of movement of migrants toward Western European countries.

The crises posed a serious challenge to both countries in terms of facilitating their journey and accommodating their temporary residence. With this being the case, both countries establish temporary registration centres in August 2015 as entry points where migrants and asylum seekers had their data recorded with the possibility to stay in the country for 72 hours.

However, the situation changed dramatically in October/November 2015 when the main countries of destination (Austria, Germany and Sweden) reversed their welcoming policies for the migrants and began to negotiate with Turkey for stemming the influx of migrants through Greece and the Balkan route further on. Finally, after months of negotiations the EU and Turkey struck a deal for stemming the flow of migrants from Turkey and in early March 2016 the Balkan Route was effectively closed which left the migrants in limbo.

The situation left several thousand of migrants in the temporary centres in Macedonia and Serbia who were left with two options: apply for asylum or head back to Greece and return to their home destination.

As was the case with other countries in the region, the Governments of Serbia and Macedonia were initially overwhelmed with the large influx of new arrivals. While Serbia and Macedonia had recently established reception and asylum systems, the implementation of the asylum law has been deficient and services inadequate, the more so as these systems were designed for much smaller numbers. In an effort to better cope with the situation and prompted by international actors and national NGOs, in the autumn of 2015 both Macedonia and Serbia adopted emergency plans in case of mass influx of migrants, with the support of international actors. However, the plans focuses on the immediate priority of increasing accommodation



capacity and winterizing shelters and, as UN Women observed, while referring to the need of special assistance for vulnerable groups, they are weak in addressing protection and gender concerns.

Recently, there have been some promising developments at the policy levels in both countries. For instance, in Macedonia, Standard Operating Procedures (SOP) have been developed for processing unaccompanied children (November 2015), and for other categories of vulnerable refugees and migrants, including the elderly, pregnant women, single parents (April/May 2016), while SOP for the prevention and response to SGBV in the refugee crisis are currently under consideration.¹¹ The Serbian government adopted the “National Strategy for Gender Equality for the period 2016-2020”, which includes women refugees as a vulnerable group at risk of discrimination. A new draft Law on Asylum and Temporary Protection is currently being considered, which should improve the asylum procedure.

Migrants’ protection is a complex issue involving a wide range of aspects which need to be addressed by adopting a multidisciplinary and intersectoral approach. Dominant discourse in policy debates emphasises migration aspects, transnational collaboration and national actions, leaving out human rights and protection aspects and the most relevant actors in protection of migrants, especially the most vulnerable ones – local communities.

SCOPE OF WORK

The **Expert(s) for developing training program on advocacy and training implementation** will be responsible for implementing capacity development needs assessment in the area of local public advocacy with the members of the Local Networks for monitoring and advocacy in 4 municipalities in Macedonia. In addition the expert(s) should develop adequate training program on advocacy and implement the trainings for the Local Networks. Program should be based on the needs assessment as well as other project products – analysis of the position of migrants in Macedonia, monitoring methodology, etc.

The training curricula will be used for increasing the capacities of four Local Networks in Macedonia consisted of representatives of community-based CSOs, centres for social work, educational and health institutions, police units, local self-governments, etc.

In addition, the expert(s) should implement 2-day training on advocacy in 4 municipalities in Macedonia.

Specific tasks:

1. Work closely with the Expert Team and the Lead Expert in developing training program on advocacy
2. Developing needs assessment methodology;
3. Implementing capacity building needs assessment in the area of public advocacy with the members of 4 Local Networks in Macedonia;
4. Develop two day training program on advocacy taking into account the local circumstances and political frameworks in the field of migrants and refugees, as well as needs assessment. Program should include:
 - a. Baseline information – results of the needs assessment, including description of methodology;
 - b. Training program goals and objectives, agenda, materials, description of methods, scenario, presentation, etc.
 - c. Evaluation form
5. Implement two-day trainings with the Local Networks in 4 municipalities in Macedonia;
6. Develop report from the training, including participants’ evaluation and self-reflection on the improvements in knowledge and skills in advocacy.



The curricula should take into account participatory training practices, with maximum involvement and interaction of all participants. It should contain both – theoretical as well as practical group work. It should provide necessary expertise advocating for improving position of migrants, but also, for developing of adequate services for integration of migrants and specifically, the most vulnerable refugees – women and children, and therefore, allow for a shift in community organizing and policy making.

QUALIFICATIONS AND COMPETENCES

- A minimum of 5 years of experience with a proven professional record in working in the field of developing training methodologies and training implementation;
- Excellent knowledge of the national and local policies concerning human rights, migrants’ and refugees’ protection. Specific knowledge on gender sensitive and age appropriate assistance will be considered as an asset;
- Experience in developing and delivering interactive and innovative training approaches engaging grassroots communities
- Experience in creating and implementing advocacy activities and campaigns

TIMEFRAME

The assignment should take place from 15 May to 31 December 2017

Timeframe	Activities
15/05-01/06/2017	Developing methodology for needs assessment
10/06/2017	Submitting I draft of methodology
20/06/2017	Submitting final methodology
20/06/2017-30/06/2017	Implementing needs assessment
5/07/2017	Submitting I draft of the training program
10/07/2017	Summiting final version of the training program
1/8/2017-15/12/2017	Implementing trainings
20/12/2017	Submitting final report

BIDDING PROCEDURE

Interested consultant/team should develop and submit the bidding proposal in English language to respond to above mentioned specific tasks no later than 19 May 2017. The bidding proposal should include:

1. CV of expert(s) involved emphasizing relevant experience, description of previous similar work, including at least 3 references from previous clients;
2. A clear description of the approach and the assessment methodology, as well as brief description of training program;
3. A detailed Budget Proposal;
4. Writing samples of previous training methodologies and/or programs..



SELECTION PROCESS

The selection process will be based on the following evaluation criteria:

1. Brief presentation of the expert(s) and the experience in similar activities: description of previous work, including references from previous clients: 40%.
3. Proposed methodology and approach: 40%.
4. Financial proposal: 20%.

REPORTING

The consultant/team will work closely with the Project co-manager from MLA. It is the responsibility of the expert(s) to ensure timely and quality reporting for each phase and deliverable in the assignment. Reports should be sent via email to euproject@mla.org.mk

DEADLINE FOR SUBMISSION OF BID

All bids need to be submitted no later than 19 May 2017, at 17:00h in electronic version, to the email euproject@mla.org.mk. Only short listed consultants/teams will be contacted.