

## **CALL FOR TRAINERS**

# **Training on Gender Mainstreaming**

### **About ENoP**

The European Network of Political Foundations (ENoP) is a cooperation structure, serving as a communication and dialogue tool between the European political foundations and the Institutions of the European Union (EU), as well as civil society actors in the fields of democracy support and development cooperation. Furthermore, the network provides services to its members to facilitate their participation in the respective programmes of the EU. The network counts over 50 member foundations from 23 EU Member States. The members are affiliated to six political party families represented in the European Parliament (Renew Europe, EPP, S&D, ECR, Greens/EFA, GUE/NGL), but are independent in their decision-making and financing of international projects. The activities of political foundations in the fields of democracy support and development cooperation include public campaigning and awareness raising, advocacy work vis-à-vis political institutions and decision makers in their respective home countries, as well as the EU level. The main focus, however, is on the implementation of democracy support and development projects with local partners in more than 100 developing and transition countries throughout the world. Since March 2019, ENoP is implementing an EU co-funded action grant, called “Strengthening ENoP as actor in support of democratic and pluralistic societies”. The capacity-building training will take place in the framework of this project.

### **Background of the training**

Achieving Gender Equality is a key policy objective of EU development cooperation. To promote gender equality and women’s empowerment in its own external relations, the EU has adopted a framework known as the EU Gender Action Plan (GAP) II. The EC is currently elaborating a GAP III for the years 2021-2025. Gender equality is furthermore an integral part of the EU’s Rights-Based-Approach (RBA) to development cooperation. For all EuropeAid project proposals, the promotion of Gender Equality has to be integrated as a cross-cutting issue. While this might seem obvious for projects that explicitly aim to enhance gender equality in a given country (i.e. “Gender equality projects” like projects against Gender-based violence, projects to capacitate women CSOs, projects to improve women’s access to the labor market etc.), it can be more challenging to properly include a gender perspective / gender mainstreaming in EU project proposals that have other main objectives (e.g. capacitating trade unions, improving the quality of journalism, improving transparency/accountability of political institutions, security sector reform etc.) or in projects that – at first glance – appear to be gender neutral.

## Objective of the training

The main objective of the training is to explain the concept and implication of a gender perspective and gender mainstreaming in EuropeAid applications/projects and to illustrate *how to best include it even if the project's main objective is not explicitly geared towards improving gender equality*. The training will equip participants with a variety of very practical ideas to promote gender equality in the design and implementation of EU projects (i.e. beyond the typical quotas for female participants etc.). It should provide concrete tips how to illustrate in the application documents (Concept Note, Full Application form, Logframe, Budget) that a gender perspective has been taken properly into account.

## Scope of the training and methodology of the training (indicative, to be discussed with the trainer)

### Content

- Introduction: Raising awareness of the significance of gender and the impact of gender differences on EU projects (even if they appear “gender neutral”) and how to treat gender equality as a cross-cutting issue
- How to include gender analysis into the overall design of the project? (e.g. assessing diverging needs/constraints of men and women in the project's target groups)
- Beyond quotas: What kind of techniques and activities can be proposed to ensure the conclusions of the analysis are well addressed in the project (e.g. targeted activities, extra budgets etc.)
- How to draft gender sensitive indicators
- Practical tips: How to show in the application and reporting documents (Logframe, Full Application, Budget, Concept Note, Interim and Final Report) that gender perspective has been taken into account (e.g. referencing relevant EU policy documents, budgeting specific activities etc.)
- Tips for Gender sensitive project implementation

### Form

- Methodological mix: Combining input by the trainer with interactive elements such as group work, mini-surveys etc.
- Leaving room for individual questions of participants and exchange of experience among participants
- Providing Power Point Presentation & list of online resources that participants can use after the training

## Target group

Participants: about 15 participants from ENoP member foundations, participants either currently work for EU co-funded projects around the world or are in charge of drafting applications for EuropeAid projects. Participants will have some prior knowledge on implementing EU projects, however their level of experience will differ.

## Required profile of the trainer

- Substantial expertise and experience in gender mainstreaming and gender-oriented project and program planning processes;
- Experience of conducting gender trainings in international contexts;
- Good understanding of EU approach to Gender equality in development cooperation;
- Substantial experience in consulting for / writing / reviewing / conceptualizing successful EuropeAid project applications;
- Fluency in English both written and oral;
- Experienced in conducting online trainings.

## Language

The training will be held in English without translation.

## Location

Zoom or other online platforms.

## Date & estimated timeline

2 sessions of 3 hours on two consecutive days, between Mid-October – end of November according to availability of the trainer.

5 days in total: 3 days preparation (preparation and compilation of seminar material, designing PowerPoint/Zoom Presentation, conducting Zoom call / email exchange with ENoP to verify whether proposed structure of the workshop meets expectations + 2x 0,5 day conduction.

## Deliverables

- Receipt of training offer by 16 August 2022
- Moderation and facilitation of a 2-day à 3 hours online training via Zoom (in total 6 hours of training that should be divided among 2 days in one week).

## Remuneration & other compensations

Remuneration: offer-based (please indicate net daily fee in your offer)

Travel costs: non-applicable

Hotel accommodation: non-applicable

## Award criteria

The evaluation team will place an average weight of 60% to the content component and 40% to price offer.

## Procedure for expression of interest

Experts with the above mentioned profile are kindly invited to send their CV, outlining their relevant experience and their expected overall fee for the preparation and the facilitation of the training as well as proposed program of the training. Applications shall be sent to Aleksandra Starčević [aleksandra.starcevic@enop.eu](mailto:aleksandra.starcevic@enop.eu) by **16 August 2022**.

Stay in touch with ENoP :

