**3 October, 2017**

**Subject: Request for Expressions of Interest for implementing qualitative or qualitative-quantitative research on gender and conflict in Ukraine**

**Location:** Ukraine

**Duration:** 12 months, with a possibility of extension

**Start date:** December 2017

**Dear Sir/ Madam,**

International Alert is one of the world’s leading peacebuilding organisations with 30 years of experience laying the foundations for peace. With the financial support of the United Kingdom Department for International Development, International Alert is seeking to engage a qualified organization or individual(s) to implement qualitative or quantitative-qualitative research in Ukraine, beginning in December 2017.

International Alert is undertaking a multi-country research programme that aims to build evidence base on peacebuilding-related issues to inform the programmatic and policy practices. The programme consists of multiple countries and thematic areas. In Ukraine, the programme will study how societal norms on gender - especially on masculinity - interact with armed conflict, including looking at the gendered impacts of the conflict on civilian and combatants/ex-combatants.

This is an early request for Expressions of Interest, with the possibility of selecting a suitable organisation to co-implement this research in 2018, beginning at earliest in December 2017.

Short-listed candidate organisations will be interviewed. If International Alert chooses to proceed with the recruitment, candidates will undergo a further evaluation process. For further details of the assignment please see the brief generic overview of the research.

To be considered for this position, please send an ‘Expression of Interest’ in the form of a cover letter, along with an organisational resume and up to date CV/s of proposed 1-2 main researcher/s to [Ukraine@international-alert.org](mailto:Ukraine@international-alert.org).

Qualified consultancies, non-governmental organizations, research organizations, think tanks and individuals are eligible to apply. Consortiums are also eligible to apply. This EOI places strong preference as the lead applicant researcher to qualified Ukrainian nationals/residents.

Your cover letter should explain how you meet each of the requirements in the ToR. The information which you provide will be the basis on which we will judge your initial suitability for the position. You should also include details of your current rate(s) of pay and the names and contact details of two referees.

This Letter is not to be construed in any way as an offer to contract with your organization.

Closing Date: 31th October 2017

Thank you.

Sincerely Yours,

Ryan Grist,

Country Manager

*While International Alert will endeavour to acknowledge all submissions within a reasonable time, this may not always be possible due to limited resources. International Alert is an equal opportunities employer. All submissions will be judged strictly on merit.*

**ANNEX 1**

**APPLICATION INSTRUCTION DOCUMENT**

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| **Instructions to Applicants** | **Details** |
| Deadline for submission of applications | End of day 31 October, 2017, Kyiv time.  Alert retains the prerogative to disqualify late submissions |
| Manner of submission | Electronic submission of the required set of documents in pdf format.  Electronic Address for submission:  [Ukraine@international-alert.org](mailto:Ukraine@international-alert.org) |
| Documents to be included into the application | 1. Cover letter signed by the authorized representative of the applicant; 2. Up to date organisational resume; 3. Up to date CVs of proposed researcher/s; 4. Current rate/s of pay (summary of general and approximate fees; 5. Names and contact details of two referees |
| Language of the application | English |
| Currencies | Preferred currency: EURO  If no, please indicate currency |
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**ANNEX 2**

**TERMS OF REFERENCE (TOR)**

**Gender, Armed Conflict and Peacebuilding**

1. **Purpose of the Consultancy**

To carry out field research inside Ukraine and support the production of high-quality analysis on the relationship between armed conflict and gender. The field work and analysis will go towards building an evidence base on peacebuilding-related issues to inform programmatic and policy planning and practices, strengthen conflict-sensitivity, and support long-term goals on peacebuilding, conflict resolution and reconciliation.

1. **Background**

International Alert is implementing a multi-year, multi-country research project on conflict and peacebuilding financed by the United Kingdom Department for International Development (DFID). As part of this project, Alert is examining the role of gender norms and expectations and the role which these play in motivating men and women to either join or not join armed groups, as well as how the impacts of armed conflict affect men and women differently. It will provide evidence-informed policy and programming lessons and recommendations to international donors and other peace, security and development actors. The programme started on 1 May 2017 and will run till March 2020.

1. **Study Description**

**Objectives**

The main objectives of this study are as follows:

To provide policymakers with insights as to how gender norms, especially norms surrounding conceptions of masculinity, interact with Ukraine’s context and influence individuals’ choices to participate in the armed conflict, and to identify lessons learned and conflict-sensitive policy and programmatic recommendations for international donors. Specifically, research on this topic will aim to:

* Strengthen understanding of the various interconnected factors that drive men and women to participate (or not to participate) in the armed conflict in Ukraine.
* Strengthen understanding of how these factors interact with (affect/are affected by) societal norms surrounding gender/masculinity.
* Strengthen understanding of how the conflict has affected men’s and women’s roles in communities, including in various fighting units that fought in the east of Ukraine, and in communities more widely, before, during and in the immediate aftermath of conflict.
* Identify locally applicable ways that support non-violent solutions to the conflict and advance sustainable peace and reconciliation, while promoting the rights and opportunities of both men and women in society.

**Methodology**

For the purposes of this EOI, the research organisation/company is only expected to propose a tentative, broad methodology outline and approach, based on the objectives. The detailed methodology will be designed and finalized in partnership with International Alert.

At a minimum, it is envisaged that research methods will include accessing open source/ online materials, as well as engaging with communities, actors and organisations working in the field on issues relevant to the research questions. The study will likely involve a combination of desk/open source research, key informant/in-depth interviews, a limited and targeted number of focus group discussions and expert consultations, and possibly a survey using either random or non-random/non-probability sampling methods.

Locations of the data collection activities will be selected after consultations with relevant stakeholders and with Alert, but may include communities/households/organisations in both urban and rural areas in the west and east of the country, including Donetsk and Luhansk oblasts.

The applicant is encouraged to indicate potential regions/areas where the applicant has former experience and existing networks, or can otherwise indicate a likelihood of access. The final locations will be agreed at a later date.

**Target groups**

Current and former combatants; practitioners working on the reintegration of former combatants; individuals who have explicitly not joined armed formations; civilians affected by armed conflict, including IDPs; researchers and practitioners working on issues of gender, peace and security in Ukraine.

1. **Deliverables required from the research agency**

The research company is expected to produce a final report containing the findings of the qualitative or qualitative-quantitative research. The report should contain quotations from the respondents and, as applicable, anecdotal stories to illustrate statements and findings. When presenting the report, the research company is expected to support the presentation with a Power-Point-Presentation to visualize findings. The exact format and structure of the deliverables will be agreed with Alert, may be co-drafted with Alert experts, and may change depending on project needs and emerging opportunities.

1. **Ethical issues**

The research is expected to adhere to the highest professional and ethical standards, as outlined in the Helsinki Declaration and Social Research Association ethical guidelines for social research. This includes ensuring informed written consent, respecting respondent confidentiality and anonymity, and ensuring rigorous data management and protection.

1. **Staff safety**

It is understood that safety is the responsibility of the individual data collectors.

1. **Timeline**

The expected deadline for completion of the research and provision of the report is 30 October, 2018. Presentation of preliminary findings should happen in March/April 2018, shared and discussed periodically with Alert during the research, with a final presentation no later than 15 November, 2018 to allow time to incorporate comments by International Alert. Other written products and publications may be produced jointly with Alert as needed.

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| **Activity** | **Timeframe** |
| Initial workshop | 1st week of December 2017 |
| Methodology development and preliminary scoping activities together with Alert | December until mid-January 2018 |
| First key-informant interviews, desk research and other preliminary research activities | January-February 2018 |
| Progress report and initial findings with lessons learned and recommendations | March 2018 |
| Field data collection activities (whether surveys, semi-structured interviews or focus group discussions, as agreed) | April-December 2018 |
| Expert roundtables, discussions, meetings with Alert to share and discuss initial findings | April-December 2018 |
| Final narrative/financial report to Alert | December 2018 |
| Support to possible publication | October-December 2018 |

1. **Requirements**

Essential skills, technical background and experience required:

* Experience of carrying out qualitative and/or quantitative research
* Excellent analytical skills
* Excellent knowledge of the Ukraine context
* Strong network of researchers/data collectors/enumerators in Ukraine
* Strong knowledge of local operational, political and security conditions in Ukraine
* Excellent combined Ukrainian and Russian language skills (written and oral) in the team, as well as strong English language skills of at least one member of the applicant team (written and oral).
* Ability to synthesise amounts of information and convey key messages and analysis succinctly and clearly
* Ability to turn strong research and analysis into workable programming ideas and recommendations.
* Knowledge of the donor environment related to Ukraine
* Prior experience in working on gender issues
* Prior experience in researching armed conflict
* Strong understanding of best practices and ethical guidelines on field research, including related to information management and confidentiality