



This Project is funded by the European Union.

The Network for Religious and Traditional Peacemakers



FCA Finn Church Aid



Term of Reference

YOUNG RESEARCHER

FOR

THE NETWORK FOR RELIGIOUS AND TRADITIONAL PEACEMAKERS' PROJECT

ALLY: Amplifying Leadership of Local Youth in Preventing Violent Extremism in South Asia

1. Background

The Network for Religious and Traditional Peacemakers (Network) is implementing the European Union-funded consortium project: “Amplifying Leadership of Local Youth in Preventing Violent Extremism in South Asia (ALLY) “. The 30-month project began in March 2020 and is being implemented in consortium with Finn Church Aid (FCA), United Network of Young Peacebuilders (UNOY), Rural Development Society, Centre for Communication and Development for Bangladesh, Youth Development Foundation, and Sri Lanka Unites.

The project is a youth-sensitive initiative, focused at amplifying the youth voices and actions in addressing diverse factors of violence and Preventing Violent Extremism (PVE) in Bangladesh, Sri Lanka, India and Pakistan. The project aims at increasing knowledge of the push and pull factors, enhancing the multidimensional capacity of youth leaders and their strategies, and strengthening multi-stakeholder partnerships to prevent violent extremism in South Asia. The project primarily targets youth as agency-holders and strategic allies to media and decision-makers, to increase outreach for youth-led initiatives and constructive narratives that value the religious, ethnic and cultural diversity of the region. The project contributes to filling the gap of context-specific resources and collaborative regional actions on PVE in South Asia, strengthening not only regional but also national level networks and youth movements.

The project consortium is currently seeking 8 young researchers (two from Bangladesh, India, Sri Lanka and Pakistan each) to participate in the project. The researchers will be responsible for data collection and analysis in each of the 4 countries in South Asia (India, Pakistan, Bangladesh and Sri Lanka) through individual interviews and focus group discussions with youth and other multigenerational relevant stakeholders. They will work in tandem and with support from the Lead Researcher of the project on data collection and data analysis. Each young researcher will participate in two online trainings on youth-led research (August 2020) and one in-person training on data-analysis planned to take place in Sri Lanka (November 2020).

The young researchers have a key role in data collection, analysis and contributing to the written research outputs of the project and their dissemination after the research assignment. In this way the young researchers contribute to the key research findings that inform the entire project and feed into advancing efforts to prevent violent extremism in the region and promoting youth-led initiatives.

2. Primary objectives

The primary objectives of the two Young Researchers from each country are:

1. Participate in 3 workshops on the topics of peer-to-peer research¹ and data analysis
2. Conduct in-country data collection under the guidance of the Lead Researcher
3. Support analysing the gathered data and contribute to 1 analytical report and 2 policy briefs (1 country-specific and 1 regional) highlighting key findings
4. Support Lead Researcher in developing 2 youth capacity building action guides
5. Disseminate research findings after the research project is concluded

3. Principal duties and deliverables

The Young Researcher will attend research trainings, conduct in-country data collection and contribute to the research process, findings, and research outputs. The Young Researcher is expected to work closely with the other Young Researcher in the country and collaborate with the Lead Researcher and Young Researchers in other countries as a part of the research team. Specifically, the young researcher will be responsible for:

- 1. Participating and learning from 3 workshops on research and analysis skills**
 - A. Participate actively in a 9-day online workshop on research methodology and skills and preparing for in-country research and data-collection (1 day per week)
 - B. Participate actively in a 4-day in-person data analysis workshop
- 2. Conducting in-country data collection, analysis and contributing to research outputs (with equal responsibility sharing)**
 - A. Map at least 50 diverse young peacebuilders and youth peacebuilding organisations/initiatives and a few other relevant stakeholders from different provinces of the country (in proportion to the prevalence of violent extremism) for the in-person and on-call interviews and Focus Group Discussions. Some support will be provided by the in-country implementing partners.
 - B. Collect data by conducting interviews of 20 young people involved in peacebuilding/PVE activities and 5 other key actors: individual interviews with youth (in-person in normal conditions, otherwise on-call), focus group discussions with youth, and interviews with other multigenerational relevant stakeholder
 - C. Analyse gathered data and existing relevant provincial/national/regional policies under the guidance of the Lead Researcher and participate in writing of 2 policy briefs (1 per country, 1 regional) highlighting specific key findings (approx. 5-8 pages each)
 - D. Support the Lead Researcher in writing 1 analytical research report highlighting the overall research findings
 - E. Support the Lead Researcher in developing first draft of 2 Action Guides (Analysing PVE and Advocacy on PVE including guidance on Training of Trainers)
- 3. Disseminate research results**
 - A. Disseminate the research, policy briefs and findings nationally, regionally and on social media in the next 14 months after the research finalised
 - B. Participate in dissemination related activities such as national dissemination events and seminars as agreed with the project consortium
 - C. Share findings on social media and write experience based blogs

¹ Peer-to-peer research is a participatory research method in which people with lived experience of the issue being studied take part in developing and conducting the research. It minimises power imbalances between researchers and participants.

4. Assignment details

The study will document and examine the diverse factors of South Asian youth towards violent extremist discourses and youth-led innovative approaches to prevent violent extremism. The study will be youth-led action research² in four South Asian countries: India, Pakistan, Bangladesh and Sri Lanka, primarily targeting youth as well as decision-makers, community leaders and media. A comparative study led by the Lead Researcher and supported by the Young Researchers in these four countries will highlight commonalities and differences between countries, socio-economic situations, gender, age groups, among others. It will also allow an examination of youth-led initiatives and constructive narratives in different cultural, historical and geographical contexts that value the religious, ethnic and cultural diversity of the region, and its impact on individuals, communities and institutions across South Asia. In light of improving the narrative for young people among donors, policymakers and peacebuilding practitioners, the goal of the study is to contribute to an increasingly evidence-based approach to policies and programming related to PVE by deepening the existing knowledge base on the positive roles of youth-led civic engagement related to peacebuilding.

The study will be centred on indicative guiding questions such as:

1. What are the national and regional VE contexts, policies, factors of violent extremism and conflict dynamics, including gender perspective? How do the youth actors assess the level of risk of radicalisation of members of their communities?
2. What are the boosters, motivators, and barriers that influence young women's/men's roles in promoting constructive approaches within their communities and across cultural/religious/ethnic/geographical divides to prevent violent extremism?
3. What are the contextual factors that make innovative youth initiatives successful, how transferable and scalable are they? Approximately how many and what kind of youth-led initiatives are contributing to more active civil society action addressing violent extremist narrative locally, nationally, or regionally?
4. How do media and decision-makers engage in youth-led constructive narratives? Are the relevant authorities aware of the push and pull factors for youth towards violent extremist propaganda? What are the current policies or multi-stakeholder models of engagements with youth-led initiatives that seek to address violent extremist narratives?
5. To what extent do youth activists/advocates understand religious doctrines and cultural practices as being subject to different interpretations?

The study is led by the Lead Researcher and is conducted in collaboration with 8 young researchers (2 persons in each 4 countries) and results in the following research outputs: 1 analytical report highlighting the overall research findings, 5 policy briefs (1 per each country, 1 regional), and 2 capacity development action guide drafts. The policy briefs are concise summaries of the research from national and regional perspectives and include context relevant policy options and recommendations aiming at government policymakers and others interested in formulating or influencing policy. The action guides (on violent extremism and advocacy/activism) are a collection of tools and practical guidance to build youth capacity at the regional level to address VE factors and narratives on the basis of the need identified through the research.

In addition to the written research outputs, 8 young peacebuilders empowered to conduct youth-led research in their country contexts (India, Bangladesh, Sri Lanka, Pakistan) is a key output for the study. The Lead Researcher conducts online and in-person trainings to prepare young researchers with necessary skills to conduct data collection from their peers and other stakeholders for the study using the [listening and learning methodology](#) for youth-led research and to contribute to analysing the data. The Lead Researcher trains the young researchers and acts as a mentor during the data collection and analysis. The written

² Youth-led Action Research is an approach to scientific inquiry and social change grounded in principles of equity that engages young people in identifying problems relevant to their own lives, conducting research to understand the problems, and advocating for changes based on research evidence.

research outputs are prepared in collaboration with the young researchers, while the Lead Researcher is responsible for finalising the documents.

Following the training, the two Young Researchers from each country will conduct in-person conversations, interviews, and focus group discussions with approximately 20 diverse youth in their respective countries and interviews with other key stakeholders whom they will have identified during the training. During this period, they will work independently, guided by the Lead Researcher, but with support from UNOY, FCA, and the in-country partners of the project.

Once the focus group discussions and interviews have been completed, the researchers will participate in an online data evaluation and consolidation workshop to jointly assess their findings. The Lead Researcher will lead and facilitate the data analysis workshop.

After the research and policy briefs are published, the Young Researcher will contribute to the dissemination of the research, policy briefs and findings on social media and through one or two experience-based blog posts. The researcher will be encouraged to take part in national advocacy/dissemination events and additional capacity building opportunities during the remaining program period (April 2021 - Aug 2022).

5. Scope of work and management

The research project takes place within the period of August 2020 – April 2021. The position is partly home-based and includes a number of in-country travel days for conducting data collection. Data analysis workshop is planned to be organized in the region (tentatively in Sri Lanka), which requires international travel. The project covers accommodation and flights to the training.

The Young Researcher will work closely with the other in-country Young Researcher, the Lead Researcher, the in-country partners, and the Project Coordinator of FCA (based in Bangkok) and Programme Coordinator of UNOY Peacebuilders. The Lead Researcher provides remote mentoring and support to the Young Researchers between trainings and when conducting data collection and analysis.

6. Expected engagements, deliverables and indicative timeframe

Expected engagements and deliverables		Timeframe / due date
Attending online workshops, stakeholder mapping, preparation for the research (11-13 days / online trainings approx. 1 day per week for 8 weeks)		17 August 2020 – 11 October (online workshops), completion of stakeholder mapping and research preparations by 4 October 2020
In-country data collection (10 days of work and 24-40 days of travel)		12 October – 22 November 2020
Attending in-person workshop, development of data-collection plan, development of data analysis plan (7 days / in-person workshop approx. 4 days)		Completion of workshop and assignments by the end of November 2020
Data analysis and supporting the finalization of the report, policy briefs and action guides (10 days)		End of December 2020 – March 2021 Draft report and draft policy brief submissions due by 15 January 2021
Dissemination of research findings		March 2021- April 2021
TOTAL DURATION	65-80	August 2020 – April 2021
days		

The Young Researcher will be encouraged to take part in national advocacy/dissemination events and additional capacity building opportunities during the remaining project period (April 2021 - Aug 2022).

7. Payments, Reimbursement and Costs

The program brings a very unique opportunity for young people in the South Asian region. The Young Researcher will be paid a fee of 700 EUR in total for successfully completing data collection and research work. For this, the Young Researcher will enter into a consultancy/service contract with the in-country partner.

Additionally, the Young Researcher participates in three capacity building training programs focusing on competencies for youth-led action research free of charge. The data analysis workshop is planned to be organized in-person in Sri Lanka or in any other country in the region, if the situation permits. Flights, accommodation, conference costs and catering for the data analysis workshop will be covered by the project. The in-country partner will reimburse the Young Researchers' in-country research costs related to conducting data collection and research. These costs are agreed with the in-country partner and they include accommodation, local transport, and subsistence. The Young Researcher may be asked to cover small costs such as a visa fee or unforeseen other small costs due to changes in the operating environment stemming from the Covid-19 situation. With the enhanced competencies, the young researchers will be encouraged to take part in national advocacy/dissemination events and additional capacity building opportunities (as participants/trainers/mentors) during the remaining project period (April 2021 - Aug 2022).

Research work fee payment schedule:

Deliverables	Payment %
Upon approval of satisfactory completion of in-country data collection	30 %
Upon completion of research report, policy briefs and 2 action guide drafts	70%

8. Skills and qualifications required

- Motivation and at least one practical example of being involved in research or analysis on PVE/peacebuilding and/or youth.
- Ability to reach and mobilize other young people in peacebuilding and PVE spaces, especially in hard to reach areas and areas affected by multiple forms of violence.
- Experience in interfaith engagements or rights-based action or development initiatives across religious denominations/communities.
- Familiarity with human rights based approach, gender mainstreaming and Do No Harm principle.
- Prior experience to work on peacebuilding/PVE with youth and demonstrated ability to motivate peers/ other youth in the community level.
- Strong communication skills, including with diverse groups such as policy makers, media professionals and religious leaders.

- Preferably a current staff member or a volunteer in a youth-led peace organization with experience of participating in youth-led peacebuilding activities within his/her own community. Aged preferably between 18 and 30 – due to the nature of the project youth will be given a priority.
- Feels comfortable using English as the main language for the project and research. Ability to speak local languages essential.
- Access to a stable internet connection and ability to use online platforms, such as Google Drive.
- Availability to commit to the entire youth researcher program over 9 months (see Section 6) and is in the possession of a passport for international travel

Candidates from all backgrounds are strongly encouraged to apply (regardless of ethnicity, religion, gender, socioeconomic status, education level etc.)

These are minimum requirements and evidence must be included in the application documents, for example in CV.

9. Application assessment

Applications (comprising application materials outlined under the section 12) will be scored on a 0 to 60 scale with a minimum score of 25 needed for consideration. Applicants who do not fulfil the criteria 2.8 and 2.9 will be automatically rejected.

Relevance of application	
1.1 Relevance of application to the objectives and priorities of the call for applications	Max. 10 points
1.2 Applicant's level of expertise, reach and commitment to fulfil the project objectives	Max. 10 points
Applicant qualifications	
2.1 Applicant demonstrates motivation and at least one practical example of being involved in research or analysis on PVE/peacebuilding and/or youth	Max. 5 points
2.2 Applicant demonstrates prior experience in to work on peacebuilding / PVE and at least one practical example of reaching and mobilizing other young people in peacebuilding and PVE spaces, especially in hard to reach areas and areas affected by multiple forms of violence	Max. 5 points
2.3 Applicant demonstrates understanding of interfaith engagement or rights-based action or development initiatives across religious denominations/communities	Max. 5 points
2.4 Demonstrated familiarity with the human rights based approach, gender mainstreaming and Do No Harm principle.	Max. 5 points
2.5 Strong communication skills, including with diverse groups such as policy makers, media professionals and religious leaders.	Max. 5 points
2.6 A current staff member or a volunteer in a youth-led peace organization with experience of participating in youth-led peacebuilding activities within his/her own community.	Max. 5 points
2.7 Ability to work in English and communicate in local languages.	Max. 5 points
2.8 Commitment to the entire young researcher programme (incl. with stable internet connection, ability to travel, training participation etc.)	Max. 5 points

11. Terms of contract

- The consultant will have to abide by FCA CoC, Child Safeguarding policy and any other relevant policies.
- The consultant will coordinate work with the other Young Researcher, the Lead Researcher, in-country partner and FCA and UNOY.
- Copyright for all products produced during this assignment will remain with FCA.

12. Submission process

Interested parties should submit the application package online using the following link: <https://forms.gle/PCcU6Q3K9DAySBD27>. The **application deadline is 3 August at 11.59 pm Bangkok time**. The application package submitted using the link will include the following materials:

- Online application form
- 1-2 page CV
- 1 work sample of previous research/writing/article/blog
- 2 professional references

All applications shall be submitted in English.

Late, incomplete or partial applications will be rejected.

FCA / the project consortium reserves the right to accept or reject any bid, and to annul the bidding process and reject all bids at any time prior to contract award, without thereby incurring any liability to Bidders.

At the time the contract is awarded, FCA / project consortium reserves the right to increase or decrease the quantity of Goods, Works or Services originally specified in the tender notice, provided this does not exceed the percentage(s) specified in the tender notice, and without any change in the unit prices. If no percentage was determined in the tender notice, the percentage to be taken into consideration by default is 10%.

Tenderer's bid should remain valid for 30 days (according to the estimated amount of the contract). Should a tenderer retract his/her bid before the delay is up, he/she shall run the risk of not being considered in a future tender.

Annexes

- Assessment grid (upon request)