

World YWCA Call for consultancy

Applying Feminist Consultation Methodology (FCM)- an Action Research

This call for consultancy is to invite proposals from interested community-based organizations (CBOs), non-government organisations (NGOs) and/or research institutes and consulting teams located in any of the nine (9) countries in Asia and Pacific (Nepal, Bangladesh, Myanmar, Sri Lanka, India, Thailand, Papua New Guinea, Solomon Islands, Samoa) towards undertaking action research with and by young women, based on [World YWCA's Feminist Consultation Methodology \(FCM\)](#).

The [FCM](#) is a unique methodology developed by World YWCA in the spirit of co-creation and suitable for action research. It was designed by young women for young women and is anchored in a six (6)-step process and three (3) complementary research methods. Rooted in participatory approaches, and guided by concepts of intersectionality, need for safe spaces and intergenerational conversations, the FCM can be used by anybody who works with young people and is interested in investing in them for a systematic and process-driven change.

World YWCA is looking to commission three (3) action research consultancies in three different locations within Asia and the Pacific, each for a maximum amount of AUD 30,000 for a period of six (6) months.

Through these studies, World YWCA seeks to not only strengthen the evidence around young women's leadership and advocacy within the region, but also strengthen the application and rigor of using FCM and FCM principles, thereby fostering a community of young feminist researchers who can drive the process of transformative change, as highlighted in [World YWCA's Goal 2035](#).

Location: Remote (anywhere in Asia-Pacific; preferably Nepal, Bangladesh, Myanmar, Sri Lanka, India, Thailand, Papua New Guinea, Solomon Islands, Samoa)

Closing date for submitting proposals: 25th September, 2022

Type of agreement: Consultancy

Eligibility: Independent research organizations working at the grassroots level following feminist principles and/or community-based organizations or NGOs working extensively with young women and women at the grassroots level. The team can be a youth-led initiative, a feminist movement and/or an intergenerational team of consultants.

About World YWCA

Established in 1855, the World YWCA is the world's oldest women's movement. With member associations in 109 countries, it works to fulfil human rights and make gender equality a reality. The World YWCA is a learning-oriented organization in which there is recognized mentorship across generations. Sixty percent of the members of the World Board are aged 30 and under. The purpose of the World YWCA is to develop the leadership and collective

power of women and girls around the world to achieve justice, peace, health, human dignity, freedom and a sustainable environment for all people. The World YWCA has an ambitious goal: to reach 100 million young women and girls and transform power structures to end gender inequality by 2035. The World YWCA mobilizes and connects millions of young women around transformational change, provides leadership opportunities in more than 100 countries around the world. It also actively works to influence policies, regulations and social and community norms which prevent the realisation of rights and leadership potential of women.

The World YWCA has three strategic priorities:

- Management and governance excellence towards Goal 2035
- Strategic partnerships and communication towards Goal 2035
- Engagement and mobilisation of girls, young women and women towards Goal 2035

The FCM, rooted in promoting intergenerational and intersectional leadership towards gender equity, is one of World YWCA's efforts to move ahead on the path of Goal 2035. Through investing in and building young women's unique research capabilities, the FCM wants to engage young women to lead feminist and participatory consultation across the world.

About the [Feminist Consultation Methodology \(FCM\)](#)

The World YWCA, in amplifying young women's voices and centering their leadership and advocacy, is intentionally collaborative and intergenerational in approach. The [FCM](#) provides a new and much-needed approach for engaging communities using a human and design-centered approach. This methodology differs from traditional research methodologies which are often rooted in colonial approaches for evidence gathering that exclude the participants and treat them as mere subjects. The FCM, on the contrary, is an inclusive approach, with participants situated at the core of the planning, designing, data-gathering and analysis process. Within this methodology, research is framed as the spark for transformative change. Anchored in a diverse, democratic, and decolonised approach, this methodology is designed to centre girls and women in all their intersecting identities.

A crucial focus of this methodology is to place power into the rightful hands of women and young women to become the leaders of their lives and futures. Co-created by and for young women using the same participatory approach described therein, this methodology is an authentic reflection of innovative, feminist leadership. Here, power is shared with research participants who are engaged as co-researchers, and with communities who are engaged in community-led data collection and analysis. This methodology lays emphasis on the use of language and tonality in the context of power dynamics, to be able to foster intergenerational knowledge sharing, self-determination, and agency.

Guided by feminist principles, this methodology encourages diverse perspectives and acknowledges the importance of all voices—especially those which are or have been historically excluded. The methodology stems from the belief that when it comes to transforming the world for a better future, young women should not solely be on the receiving end of change. Instead, their voices should be centred and heard at every step of the process in such a way that they are ready to lead and own the change agenda.

Launched in August 2022, the FCM strengthens the World YWCA's overarching global commitment to gender equality and inclusion of women, young women and girls and supports various global goals, including the SDGs and the UN Secretary General's Our Common Agenda.

About World YWCA's [RiseUp! Initiative](#) and Linkages with FCM

Young women in Asia and the Pacific live with constant violations of their human rights. The barriers claiming their rights that they already faced have increased with the COVID-19 pandemic and emergencies such as natural disasters and political crises. When young women have the space, support, and recognition to rise to become leaders, they are an influential force in championing young women's rights and social change in their families, communities and beyond.

The RiseUp! Leadership Initiative (currently in its fourth phase) works with a cohort of young women leads across nine (9) countries in Asia and the Pacific to further facilitate young women to build their skills, knowledge, and networks to become confident leaders who can claim their rights and act together to bring about transformative social change. RiseUp! supports all leaders to work together, share their knowledge and leadership with others, and inspire all young women's to use their voices and act together for social change.

Identifying problems and working together to solve them is an essential component of the RiseUp! Initiative. Problem-solving is also a core principle of the FCM that fosters collaboration and co-creation, working through power dynamics and encouraging solutions through an iterative process while using language with intention. Through commissioning the action researches, World YWCA seeks to foster linkages between the ongoing RiseUp! Initiative and evidence-based advocacy work and the learnings from the application of FCM in other similar yet diverse socio-cultural contexts. It is expected that the key findings and learnings from the action research will directly feed into RiseUp's Theory of Change and further strengthen the ongoing work.

Here are some of the potential areas of research that can be undertaken, **but not limited to:**

- Understanding the prospects and challenges of young women's leadership on thematic issues like Sexual and Gender Based Violence (SGBV), Sexual and Reproductive Health and Rights (SRHR), climate emergency, peace and justice.
- Fostering deep inclusion and participation of young women leaders (formal and informal) in the national and regional policy advocacy processes on issues that impact them.
- Understanding the interlinkages between leadership of young women, role of peer to peer engagement and information technology including innovations in technology.
- Facilitating and strengthening young women's engagement within intergenerational organisations and spaces.

Proposed Activities, Timelines and Processes

Three (3) such researches will be commissioned to three different teams/consultant groups/CBOs/NGOs through this consultancy. The proposed timeframe is tentative and has been broken down into 24 weeks for ease of understanding. They are subject to amendment during the signing of agreement and planning phase.

Some key guidance on the proposals:

- The proposals must be related to or linked to the overall aims of the RiseUp! Young women leadership agenda or aligned with [World YWCA's](#) areas of work.
- The proposals must include diverse young women at the very core of the action research – in the team, in the core research group and as wider co-creators and participants within the research.
- The proposals must highlight the group of young women who will be engaged- explaining their background, and/or if they belong to different under-represented communities and/or at-risk groups.
- The proposals should demonstrate how the research will be mutually beneficial for them as an organization/group as well.

Description of activity	Indicative timelines	Deliverables	Indicative due date
<p>Signing of contract</p> <p>Review of all World YWCA documents and products for background understanding, including the RiseUp! Theory of Change, RiseUp Manual and other key documents.</p> <p>Training on FCM by World YWCA.</p>	<p>Week 1 and 2</p>	<p>Final agreement is signed.</p>	<p>October 15' 2022</p>
<p>Onboarding and finalizing the research agenda and design for adopting and applying FCM.</p>	<p>Week 3 and 4</p>	<p>Final research agenda and process plan</p>	<p>To be completed by November 15, 2022</p>
<p>Action research on ground, following the process as outlined in the FCM.</p>	<p>Week 5 to 20</p>	<p>Monthly summary reports; regular check ins and calls with World YWCA.</p> <p>Sharing of a key summary document of findings by March 1, 2023 with key highlights, data and recommendations.</p>	<p>Till March 15, 2023</p>
<p>Consolidation of key learnings and evidence sharing on</p>	<p>Week 21-22</p>	<p>Stage-wise consolidated research report and key findings/learnings from applying FCM</p>	<p>April 1, 2023</p>

the research conducted, including sharing of experiences on using/applying FCM.			
Final report(s),	Week 23-24	Incorporate comments from key stakeholders and by World YWCA.	April 15, 2023

Application requirements

Interested organizations, NGOs, or research institutes are requested to submit proposals including:

- 1) Organizational background, including about the team and registration status
- 2) A cover letter highlighting past demonstrated experience in working with young women and civil society engagement on social issues at the grassroots level and experience on using feminist methodologies and/or showcased interest to strengthen use of feminist methodologies for evidence and engagement.
- 3) A two-page summary proposal of plan to use FCM in a new initiative or an ongoing work along with a draft plan of action on process.
- 4) Draft of a financial proposal along with timelines
- 5) Two references (who will be only contacted in final stages of selection)

How to apply

Kindly send the above documents to World YWCA at humanresources@worldywca.org by **September 25, 2022, 12 noon CET**.

Subject line for the email should state: Application/FCM/2022/<name>.