**MADANI INDIVIDUAL CONSULTANCY**

**POLICY RECOMMENDATION FOR CIVIL SOCIETY ORGANIZATION**

**TO PROMOTE SOCIAL DIVERSITY**

***Background:***

MADANI a five-year, USAID-funded project implemented by FHI 360 to strengthen local government accountability and communal tolerance in Indonesia by improving and sustaining local civil society’s capacity, legitimacy, and sustainability. MADANI’s vision is to leave Indonesia a better functioning, more tolerant, and more resilient democracy, demonstrated by strengthened local democratic practices, improved local government performance and responsiveness, better accountability of frontline service delivery, and more effective and inclusive mechanisms for community-level participation and transparency. In each jurisdiction, people in positions of power and leadership will be encouraged to model and champion government accountability and communal tolerance; and citizens will become more receptive to these ideas through positive messaging and increased media and digital literacy brought about by MADANI programming.

MADANI works addressing the challenges by providing grants and technical assistance (TA) directly to targeted subnational civil society organizations (“Lead Partners”) in 32 districts and cities in the provinces of West Java, Central Java, East Java, South Sulawesi, West Kalimantan and Banten to improve their operational capacities and systems, build stronger ties with communities and local governments, and support an improved environment and more sustainable means of mobilizing financial resources, including from the government and private sector. By strengthening CSOs capacity, it will further advancing Indonesia democratic progress through advocate for government accountability and communal tolerance at the local level.

In 2020-2022, MADANI has encouraged the 32 Lead Partners to address in collaboration with the local government various development issues, covering social diversity, youth inclusion, maternal and child health, frontline service (in education, health, and civil administration), village fund transparency and solid waste management. The social diversity and youth inclusion were selected in Bogor and Makassar where social diversity and the lack of tolerance cause potential social conflicts and unrest. This situation often worsening by common opinioned where these two cities considered less tolerant and has rigid understanding of diversity. In Bogor the focus is on religious diversity; in Makassar on tolerance among youth groups.

MADANI has in 2021-202 also in collaboration with GusDurian (Yayasan Bani Kyai Haji Abdurrahman Wahid or YBAW) worked more upstream to ensure that an increasing religious and social conservatism does not lead to radicalism and extremism. By mainstreaming tolerance to all partners, GusDurian provide a set of learning tools for MADANI Lead Partners and Leaning Forum CSOs and local activists to strengthen communal tolerance and carry out campaigning around social inclusion and diversity.

Civil society organizations have proven their valuable role as representatives of citizen interests and support democratic process. The role of CSOs to implement democratic values is seeing very critical, including supporting conducive environment where community participation is making Indonesia a just, tolerant, prosperous, and inclusive democracy. Therefore, MADANI is seeking to recruit an individual consultant provide evidence-based policy recommendation of CSO role in accommodating social and religious diversity and youth inclusion as well as to provide tailored advice to accompany advocacy strategy to scale up MADANI’s best practice at the national level.

***Detailed Description of Tasks to be Performed:***

To provide technical support and assistance of policy recommendation development and related advocacy on social and religious diversity and youth inclusion. MADANI will engage the service of individual consultancy to undertake different stage of development process of policy recommendation while engage to relevant stakeholders and MADANI Lead Partners. Policy recommendation is expected to assess how MADANI intervention/approaches (both in the Bogor/Makassar as well as the tolerance mainstreaming through YBAW) can complement national policy on social diversity and tolerance; develop advocacy strategy and action plan where MADANI can scale up the local solution; and develop recommendation to address the gaps in the existing legislations and policy frameworks including relevant guidance document to support implementation, enforcement, and monitoring of compliance with the regulation and policy.

Under the direction and supervision of the Technical Director and Technical Team, the assistance to be provided by the consultant will include:

1. Review existing and relevant policies at national, regional and district level to identify key gaps and challenges and assess the ground reality and complimentary sector policy (if any)
2. Review MADANI’s documents, identify best practice, lesson learn and limitation of MADANI intervention include activities aim to increase community and youth tolerance in Bogor and Makassar, and the tolerance mainstreaming approach which has contributed to increase tolerance perspective in 32 districts partners.
3. Cary out series of interview with two CSO Lead Partners, Learning Forum and other relevant stakeholders in Bogor and Makassar, and in collaboration with MADANI do a quick on-line survey of best practices in other LPs, and conduct multisectoral consultation/FGDs with key ministries (Ministry of Home Affair, Ministry of Religious Affair, Ministry of Social Affairs, etc.) and provincial government
4. Submit the first draft including policy recommendation, action plan and advocacy strategy on social diversity and youth inclusion.
5. Final draft consolidates all inputs and comments
6. Conduct roadshow workshop/policy dialogue to disseminate finding and knowledge sharing on the recommendation at national level

**The consultant will work up to 25 days during March 1, 2023 – June 30, 2023.**

***Deliverables & Level of Effort:***

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| **No** | **Milestone Description** | **Deliverable Description** | **Estimated LOE and Target Due Dates** |
| 1 | Review existing and relevant policies at national, regional and district level to identify key gaps and challenges and assess the ground reality and complimentary sector policy | * Inception report that includes work plan indicating the approach, methodology, list of identified stakeholders/ key resources, timeline of activities and proposed outline of report * Summary finding of desk review of existing policies at national and sub-national level; policy engagement & advocacy work at two pilot locations including gaps and challenges | 4 days, *two weeks after contract signed* |
| 2 | Review MADANI’s documents, identify best practice, lesson learn and limitation of MADANI intervention which has contribute to social diversity and youth inclusion | Report finding of best practice, lesson learn and changes of selected MADANI lead partner and Learning Forum which focus on social diversity thematic issues | 3 days, *one months after contract signed.* |
| 3 | Cary out series of interview with two CSO Lead Partners, Learning Forum and other relevant stakeholders in Bogor and Makassar  Conduct FGD with key ministry (Ministry of Home Affair, Ministry of religious affair, ministry of social affair ect) and provincial government | Finding report that includes summary of findings, documentations, and list of resource person, interview materials/questions | 6 days, *6 weeks after contract signed* |
| 4 | Submit the first draft including policy recommendation, action plan and advocacy strategy on social diversity and social inclusion | Draft policy should include at least legal or policy framework which should govern or inform the social diversity policy; policy priority areas; best practices of local solution; institution arrangements; action plan and advocacy strategy; financial sustainability; M&E (if applicable) | 4 days, *10* *weeks after contract signed* |
| 5 | Final draft consolidates all inputs and comments | Final report should consolidate all the feedbacks and inputs from relevant stakeholders | 4 days, *12 weeks after contract signed* |
| 6 | Conduct roadshow workshop/policy dialogue to disseminate finding and knowledge sharing on the recommendation at national level | Workshop report that includes summary of findings, documentations, and list of resource person, workshop materials and feedbacks/insights from relevant stakeholders | 4 days, *15 weeks after contract signed* |

**Qualification and Experience**

FHI360/MADANI is looking for a consultant with proven academic and professional track record in: organization development and capacity development Prospective consultants should demonstrate the following:

* At least 10 years of relevant experiences in promoting social inclusion and tolerance, social cohesion
* Knowledge and experience on legal review, assessment of policies and regulations, including extensive knowledge on promoting social tolerance
* Experience in consultancy work on advocacy, lobbying with government and develop policy brief/recommendation
* Experience working with National technical ministries and local Civil Society Organizations (CSOs).
* Understand well with regulatory framework regarding CSO roles

**How to Apply:**

Applications should include a detailed CV with past experience working in local governance, civil society, social inclusion and policy recommendations , and proposed daily rate, and should be marked “MADANI Social Diversity Policy Recommendation” and be submitted via e-mail to [Procurement-Madani@fhi360.org](mailto:Procurement-Madani@fhi360.org) by **6 February, 2023 at 17:00 WIB (Jakarta time)**. Award will be made to the offer which is determined to be best value and responsive to the above terms. Starting date is **1 March 2023.**

Short-listed candidates may be invited via mail/phone for interview.