



**Contracting Body:** OXYGen Foundation for Protection of Youth and Women Rights

**Funding Agency:** European Union, within framework of the EU-Armenia: Partnerships for Change Programme

**Project:** EQUAL – EU 4 Women Empowerment in Armenia

**CALL for PROPOSAL (CfP) for a Subgrant**

**PROMOTING RESPONSIBLE FATHERHOOD AND MALE ENGAGEMENT FOR GENDER EQUALITY**

**Reference number:** EU4GE-OxY-FSTP11

**Deadline for submission:** 11 March 2025 at 20:00 local time

**Notice:** To help applicants to clarify any **uncertainties to the extent possible/allowable** before the online submission, an on-line information session via Zoom will be organized on **04 March 2025 at 11:00**.

Should you be interested in this session, please send an email by **03 March, 15:00** to [grants@oxygenfund.am](mailto:grants@oxygenfund.am) indicating: name, surname, and email address of the persons who are going to participate as well as the organisation they represent. **An on-line link will be e-mailed before the session to all registered participants.**

**Expected subgrant duration:** 6 months

**Size of the subgrant:** 20,000 Euro

**Starting date of the subgrant:** 01 April 2025

**Open to:** organizations legally registered in Armenia; non-profit; with experience relevant to the topic of the call. Organizations that have already been awarded a subgrant under the project EQUAL cannot be eligible for this subgrant.

**Language of the proposal:** English (preferred because there are international partners in the selection committee) or Armenian.

**Number of awards:** Only one subgrant will be awarded.

**Application:** Applications should be sent to [grants@oxygenfund.am](mailto:grants@oxygenfund.am) **no later than the deadline.**

**No links/Google files will be accepted.**

More details on the application process are provided under **Article 7**.

### 1. OxYGen Foundation

OxYGen Foundation for Protection of Youth and Women Rights (OxYGen) is an independent advocacy and development foundation driven by its vision of an Armenia free of poverty and suffering, in which women and men can exercise their rights and influence decisions that impact their lives.

OxYGen is implementing its program interventions based on its 5-year strategy in line with its strategic priorities: Gender Equality, Youth Empowerment, Accountable Governance, Economic Justice, and Resilience Building and Humanitarian assistance.

### 2. The Project EQUAL

**EQUAL – EU 4 Women Empowerment in Armenia** project is funded by the EU (referred to as **EQUAL**).

The project “EQUAL - EU 4 Women Empowerment in Armenia” aims to elevate and empower women in Armenia to bring about societal change across the country. To do so, EQUAL provides women with support to exercise their political, economic and socio-cultural rights, targeting specifically those from vulnerable and disadvantaged groups. EQUAL adopts a cross-cutting approach to tackling women's issues that are often pushed to the margins of policymaking, including human trafficking, sexual and reproductive education, harassment in the workplace, or the impact of gender norms in social groups.

One of the main pillars of EQUAL supports public information campaigns on shifting stereotypes and perceptions hindering women empowerment, notably through capacitating local organizations into doing so – with financial and technical support.

#### **Objectives of the project EQUAL**

**Overall objective:** State and non-state actors take meaningful actions to address and prevent all forms of gender-based violence and discrimination and contribute to gender equality in Armenia for women, men, girls, and boys in all their diversity.

**Strategic objective:** strengthen their resilience and ability to take meaningful action to address and prevent all forms of gender-based violence and discrimination in Armenia.

Main components of the project EQUAL: **Freedom from Gender-based violence and discrimination in Armenia.**

The project EQUAL implies the subgrant component via financial support to third parties (FSTP). **This particular subgrant and the following ones**, all together will allow involvement of NGOs working with women and girls facing multiple forms of discrimination and violence, as well as safeguard their meaningful participation with their priority interventions and solutions to detected issues through awarding-supported interventions.

### 3. The Proposal

The current Call for Proposal is envisaged within the project EQUAL – EU 4 Women Empowerment in Armenia.

According to [2024 Global Gender Gap Report](#), Armenia occupies the 64th place out of 146.

Gender equality is not just a women’s issue; it benefits society as a whole, including men, in more gender-equal societies demonstrating stronger economies, better health outcomes, better resilience and lower rates of violence.

Excluding men from gender equality efforts reinforces division, while inclusion leads to collective action, making gender-sensitive policies and practices more sustainable.

GBV remains a pervasive challenge in Armenia, with deep-rooted gender norms and societal expectations contributing to unequal power dynamics and discrimination. While efforts to prevent GBV and promote gender equality have primarily focused on women’s empowerment, there is a growing recognition that engaging men and boys is essential for meaningful and sustainable change.

Traditional norms of masculinity often reinforce behaviors that tolerate violence, limit men’s emotional expression, and discourage their involvement in caregiving and gender equality efforts. These norms not only harm women but also restrict men’s ability to build healthy relationships and fully participate in family and community life.

Men’s involvement in the prevention of gender-based violence is crucial. Programs that engage men in challenging toxic masculinity and promoting respectful relationships can make notable behavioral shifts. Besides, many traditional and cultural gender norms harm not only women but men as well, pressuring them to conform to rigid roles. Engaging men can be helpful in creating a positive image of masculinity and men’s role that will be beneficial for everyone in the society.

### **The proposal under FSTP11 is to be developed around the following:**

This call invites CSOs to develop innovative programs that actively engage men and boys in challenging harmful gender norms, preventing GBV, and promoting responsible fatherhood and gender-equitable behaviors in communities and workplaces.

**Goal:** To foster gender equality and prevent gender-based violence by actively engaging men and boys as allies in transforming harmful gender norms and promoting positive masculinities.

**Objective 1: To engage men as allies** in preventing GBV and advancing gender equality within their communities and workplaces.

**Objective 2: To promote positive masculinities** by engaging men and boys in addressing harmful gender norms and stereotypes.

### **Eligible activities**

Applicants are encouraged to propose innovative and context-specific activities that effectively address the challenges related to men’s engagement in gender equality and GBV prevention. All activities that contribute to the objectives outlined in this Call for Proposals are welcome.

**Note:**

- At least 50% of project direct beneficiaries should be male
- At least 20% of the project direct beneficiaries should be PWDs (people with disabilities)
- At least 30% of the project direct beneficiaries should be youth

The NGO must specify clearly what the funding will be used for, and how the sought objective(s) will be achieved.

**The following types of activities are ineligible**

- actions concerned only or mainly with individual sponsorships for participation in workshops, seminars, conferences, and congresses
- actions concerned only or mainly with individual scholarships for studies or training courses
- actions supporting political parties
- actions supporting charitable fundraising

**Note:** *The subgrant may not be used to finance actions which have already been completed. Financed activities cannot commence prior to the award of the subgrant.*

**4. The package**

The full package of documents will comprise of the following:

- a. The proposal and budget prepared in the proposed format (attached to this call for proposal):
  - Annex 1: Grant Application Form** and
  - Annex 2: Budget Template**
- b. Scanned version of the NGO State Registration Document

**5. Criteria for the evaluation**

The proposal packages will be evaluated by the selection committee (also referred to as "SelCom"), against the below criteria.

**5.1 Relevance of the planned project: max. 35 points**

- Quality of the problem analysis and potential solutions: the specific policy issues and the interests of the target groups, beneficiaries and other involved parties have been comprehensively appraised.
- Quality of proposed interventions: considering their adequacy to address the identified problems.
- Gender empowerment and social inclusion: to what extent the proposed project contributes to strengthening gender equality and promoting social inclusion, making sure it leaves no one behind.

- Participation and engagement of beneficiaries at grassroots level: the project allows equal participation of all target groups, without discrimination based on gender, race, social status, ethnicity, or religion.
- Experience of implementing projects of similar nature

### **5.2 Feasibility of the planned project: 30 points**

- Consistency of the logic of intervention: coherence between the project objective, planned outputs and expected outcomes.
- Implementation methodology: based on previous experience and lessons learned from best practices, the proposal must showcase how the expected results are achievable
- Project planning: the proposed timeframe and activity planning realistic under the given circumstances and with the budget available.
- Clear management structure - responsibilities, coordination, and collaboration modalities.
- Risk assessment and mitigation measures.
- MEAL: modes of data gathering and monitoring, defined data sources, accountability and learning.

### **5.3 Sustainability of the planned project: 20 points**

- Sustainability planning: the applicant has demonstrated clear consideration and a comprehensive understanding of the project's sustainability and of the steps required to ensure the positive effects and impacts after the project's closure.
- Capacity building: the proposal contributes to capacity building at the level of the individual and/or the organization/institution.

### **5.4 Financial criteria: 15 points**

- Alignment with activities: the proposed costs detailed in the Budget Template directly correspond to activities described in the Grant Application Form.
- Budget transparency: the budget includes a detailed breakdown of all costs, and these are clearly **justified in narrative form in the corresponding 2nd sheet of the Budget Template.**
- Cost effectiveness: the proposed costs are reasonable and within the range of what would typically be expected for similar products
- Legal and regulatory compliance: all proposed costs comply with relevant laws and regulations.
- Logical proportionality: the admin and activity budgets are reasonably shared.

## **6. Decision**

The final award decision is made at OXYGen, after (i) the activities, methodology and budget details are discussed, revised as necessary and mutually agreed upon with the 1<sup>st</sup> best organization and (ii) it has

successfully passed the capacity and risk assessment by OxyGen. The entire process of selection will be described in detail in a protocol and the contracting process will commence.

## 7. **From Application to Contracting**

- Applications should be sent to [grants@oxygenfund.am](mailto:grants@oxygenfund.am) no later than the deadline.

Each applicant may submit **only one application**.

Reference number: **EU4GE-OxY-FSTP11**

Deadline for submission of applications: **11 March 2025 at 20:00** Yerevan time

- **Important:** Please indicate in the subject line of your e-mail: **The reference number of the call and the applicant name**

**Attached to the email message:** (i) The Grant Application Form must be in an unprotected PDF or Word format. (ii) The budget must be in the Excel format. (iii) The scanned certificate of state registration. **Note: no links/Google files will be accepted.**

- A submission confirmation notice of No-Reply will be sent to each applicant. If the application package is not full or arrived overdue, the notice will inform about rejection to accept it.
- After the evaluation conducted and selection decision is made, the applicant will be notified about being rejected or put on a reserve or selected for an award. The latter will receive a pre-award notice from OxyGen.
- Final award notice will be sent after the assessment is completed satisfactorily.
- The contract will be signed.

**Attached Annex 1:** [Grant Application Form](#)

**Attached Annex 2:** [Budget Template](#) (*Attention: the latter has two sheets*)

*“EQUAL - EU 4 Women Empowerment in Armenia” project is implemented by OxyGen Foundation, European Partnership for Democracy NGO, Netherlands Helsinki Committee NGO, Women’s Support Center NGO, WINNET Goris Development Foundation in cooperation with Winnet Sweden NGO. The project is funded by the European Union.*