

Request for Proposals (RFP)

Hiring Universities, Research Institutions, Consultancy Firms, and Individual Consultants to Conduct Research Study on Local Manifestations of Positive Masculinities and the Role of Faith Actors in Mirpurkhas District

Background introduction:

Rozan Rozan is a national non-governmental organization established in 1998, working to promote emotional and psychological well-being, gender equality, and protection from violence. Rozan works with individuals, communities, institutions, and government stakeholders to address a range of issues, including gender-based violence, child sexual abuse, positive masculinities, and psychosocial well-being.

Through its programs and partnerships, Rozan seeks to contribute to safer and more inclusive communities by strengthening individual and institutional capacities, challenging harmful social norms, and promoting positive attitudes and behaviors related to gender, relationships, and violence.

In partnership with Norwegian Church Aid (NCA), Rozan is implementing the project titled "Strengthening Unity Through Inclusive Action and Local Harmony (SULAH)." The project is being implemented in Islamabad and Mirpurkhas, Sindh.

The objective of SULAH project is to strengthen social cohesion and peaceful coexistence by engaging individuals and communities in dialogue, collective action, and positive social transformation. The project also aims to challenge harmful gender norms, promote positive masculinities, and foster inclusive and respectful relationships within communities.

As part of this initiative, Rozan is seeking eligible universities, research institutions, consultancy firms, and qualified individual consultants to conduct focused research on "Local Manifestations of Positive Masculinities and the Role of Faith Actors in Mirpurkhas, Sindh". The study aims to generate evidence and deepen understanding of prevailing gender norms, local expressions of masculinities, and the role that faith actors can play in promoting positive and gender-transformative attitudes and practices.

The findings of the research will help inform Rozan and NCA's program design, community engagement strategies, prevention approaches, advocacy initiatives, and future interventions involving faith actors and local communities. Detailed eligibility criteria, terms and conditions, and the Terms of Reference (TORs) are provided below;

Logistics arrangements for consultants:

Rozan will pay the agreed lump-sum consultancy fee in three instalments. Payments will be linked to agreed and approved deliverables. Details are mentioned in the payment schedule.

The selected universities, research institutions, consultancy firms, and individual consultants will be responsible for covering all expenses related to the assignment, including travel, accommodation, boarding/lodging, and any equipment or other resources required for the successful completion of the research.

Require documents to be submitted along with proposal

- **Technical Proposal:** A detailed proposal explaining the applicant's understanding of the assignment and how it plans to conduct the research. It should cover the proposed approach, methodology, activities, and expected outputs.

- **Organizational/Consultant Profile:** A brief profile of the applying university, research institution, consultancy firm, or individual consultant, including its/their mandate, areas of expertise, relevant experience, and research capacity.
- **Understanding of the Assignment:** A clear description of the applicant's understanding of the research objectives, scope, key questions, and expected outcomes.
- **Work Plan and Timeline:** A clear activity-wise schedule showing key tasks, deliverables, timelines, and responsible team members throughout the assignment.
- **Team Composition:** Details of the proposed research team, where applicable, including team members' roles, qualifications, expertise, and responsibilities for the assignment. Individual consultants may apply independently and should provide their CV/profile and demonstrate their capacity to undertake all aspects of the assignment.
- **Relevant Experience:** Evidence of previous experience conducting similar research, particularly in gender, masculinities, engagement with faith actors, and GBV.
- **Two Samples of Similar Research:** Applicants should provide two completed research reports or studies demonstrating their experience and capacity to undertake research of a similar nature. For consultancy firms and research institutions, the samples may include assignments conducted by the organization or by proposed team members. Individual consultants should provide samples of research assignments personally undertaken or substantially contributed to.

Applicants should provide a summary of previous assignments using the following information:

Title of assignment	Description of assignment	of the consultant/team	Geographic area	Deliverables

Financial proposal:

The financial proposals must be stated in Pakistani Rupees (PKR), including both unit rates and total amounts. Proposals in any currency other than PKR will not be considered during the evaluation and awarding process. All quoted rates must be inclusive of all applicable government taxes, including but not limited to income tax, sales tax, and any other taxes or charges that may apply during the contract period. The quoted rates should also cover all costs associated with the assignment, including travel, accommodation, and logistics.

Duration of contract:

Total duration of the assignment is 80 days; the tentative activity wise timeline of the assignment is given in the TORs which will be finalized with mutual consultation when the consultant is onboard:

Payment schedule:

Payment will be made in three instalments, linked to the satisfactory completion and approval of the agreed deliverables:

First Instalment – 30%: Upon approval of the inception report, research framework, methodology, and data collection tools.

Second Instalment – 40%: Upon completion of the data collection phase and submission and approval of the draft research report.

Third Instalment – 30%: Upon submission and approval of the final research report and all agreed final outputs.

The detailed payment schedule and deliverables will be finalized and incorporated into the contract between the selected research team/consultant and Rozan.

Shortlisting and Selection criteria:

Rozan will evaluate all proposals through a technical and financial review. Only technically qualified universities, research institution, consultancy firm, or individual consultant will proceed to financial evaluation. Rozan reserves the right to accept or reject any proposal without assigning any reason.

Procedure of consultant selection:

- a.** In the first stage, after the opening of proposals, Rozan will conduct a preliminary review and shortlist eligible universities, research institutions, consultancy firms, and individual consultants based on the eligibility criteria and submitted proposals. See the eligibility criteria.
- b.** In the second stage, shortlisted applicants may be invited for an interview or clarification meeting with Rozan. Meetings may be conducted in person or virtually, as appropriate.
- c.** The selection panel will assess the applicant's relevant research experience, understanding of the subject matter, proposed research methodology, qualifications and expertise of the proposed research team or consultant, previous relevant assignments, and overall capacity to successfully complete the assignment and deliver quality research outputs.
- d.** For consultancy firms and research institutions, the evaluation will consider both the organizational experience and the qualifications and experience of the proposed research team.
- e.** For individual consultants, the evaluation will consider the consultant's academic qualifications, relevant research experience, thematic expertise, previous assignments, proposed methodology, and capacity to complete the assignment within the required timeframe.

Eligibility Criteria

Interested universities, research institutions, consultancy firms, and individual consultants should demonstrate:

- Universities and academic institutions are registered with Higher Education Commission (HEC) of Pakistan.
- Research institutions and organizations legally registered in Pakistan.

- Consultancy firms legally registered and authorized to provide research/consultancy services in Pakistan.
- Individual consultants with appropriate professional status and relevant qualifications, as applicable under Pakistani laws and regulations.
- Applicants must have a minimum of 10 years of relevant experience in social science research or related fields.
- Applicants must have the legal and professional capacity to enter into a contract and undertake the assignment.
- For individual consultants: relevant academic qualifications, professional experience, research portfolio, and demonstrated expertise in the subject matter.
- Experience working in Pakistan and familiarity with the relevant geographic and social context will be considered an advantage.
- Applicants must be able to complete the assignment within the specified timeframe and deliver all required outputs to the required quality standards.

Duration of Assignment

The assignment is expected to be completed within 80 days from the signing of the agreement.

Description of assignments	Days	Deadlines
Inception meeting & inception report	7 days	Sept. 16-22
Literature review & development of research framework	14 days	Sept. 23 to oct 6
Research methodology & data collection tools	9 days	Oct. 7-15
Data collection / fieldwork	25 days	Oct. 16 to Nov 9
Data cleaning, coding & analysis	10 days	Nov 10- 20
Draft research report	6 days	Nov. 21–25
Review, validation & incorporation of feedback	5 days	Nov. 26- 30
Final research report & executive summary	4 days	Dec 1- 4,2026

Template for financial proposal/Quotation form

Please submit the financial proposal using the template provided below. The quoted fee must be inclusive of all applicable taxes and associated costs related to the assignment. The fee should be provided as a lump sum and not split into separate rates.

Rozan's Procurement Committee reserves the right to reject any proposal that does not follow the prescribed financial proposal template.

Description of assignments	Unit	Total cost (in PKR)
HR cost consultancy fee	umpsum	
Boarding and lodging	umpsum	

Travel	umpsum	
Grand total		

- 1: Validity period of the quoted rates not less than 3 months: _____
 - 2: Name of consultant : _____
 - 3: Name of applicant: _____
 - 4: Complete postal Address: _____
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- 5: Official contact numbers landline: _____
 - 6: Official contact number cell: _____
 - 7: NTN/GSTN. _____
 - 8: Functional Email for official corresndence: _____
 - 10: Signature of applicant: _____
 - 11: Date proposal submission: _____

Roles and Responsibilities

NCA

- Provide overall strategic guidance and oversight of the research.
- Review and provide feedback on the research design, tools, and key deliverables.
- Support the use of findings for programme learning, advocacy, and future interventions.

Rozan

- Lead the overall research process and provide technical guidance.
- Coordinate with the researcher/consultant and relevant stakeholders.
- Facilitate access to communities, programme sites, and relevant stakeholders where appropriate.
- Review and approve the research methodology, tools, and deliverables.
- Lead dissemination and ensure findings inform programming on positive masculinities and GBV prevention.

CSSP

- Facilitate access to the selected communities and relevant local stakeholders in Mirpurkhas.
- Support coordination with community representatives and faith actors.
- Provide contextual/programmatic information relevant to the research.
- Support field-level coordination while maintaining the independence of the research process.

Steering Committee

The Steering Committee will provide overall strategic and technical oversight of the research and ensure that the study remains aligned with its objectives and the priorities of Rozan, NCA, and CSSP. Its key responsibilities will include:

- Review and provide guidance on the research design, methodology, and key research questions.
- Review and provide feedback on the inception report, research tools, and draft findings.
- Ensure the research remains relevant to the local context and programme priorities.

- Support coordination among Rozaan, NCA, CSSP, and the research team where required.
- Review and validate key findings and recommendations before finalization.
- Ensure that the research findings are practical and can inform future programming, advocacy, capacity building, and engagement with faith actors.
- Facilitate a validation/dissemination process and support the uptake of findings by relevant stakeholders.

Researcher/Research Team

- Develop the research methodology, sampling strategy, and data collection tools in consultation with Rozaan.
- Conduct data collection, analysis, and interpretation ethically and independently.
- Ensure appropriate representation of different community groups and faith actors.
- Prepare and present the inception, draft, and final research reports.
- Incorporate feedback from Rozaan, NCA, and relevant stakeholders into the final deliverables.

Annexure-A

Detailed Terms of Reference (ToRs) for the research study on

Local Manifestations of Positive Masculinities and the Role of Faith Actors in Mirpurkhas District

Background

Over the past three years, faith actors from Muslim, Hindu, and Christian communities across 25 villages in Taluka Shujabad, District Mirpurkhas, have been engaged in initiatives promoting social cohesion, climate resilience, environmental stewardship, and women's participation in community life. Their involvement has helped create spaces for dialogue and collective action among women and men, suggesting their potential to influence social norms and encourage more equitable gender relations. While programme experience indicates positive changes in reduction of harmful practices. This study will generate evidence to inform future programming and provide practical recommendations for

strengthening faith leaders (representing both genders) efforts that promote positive masculinities, healthy gender relations, and meaningful participation of women in Mirpurkhas and neighboring districts including Sanghar and Umerkot.

Study Objective

This study intends to explore how women and men in selected communities of Mirpurkhas understand, experience, and negotiate masculinities, and to examine the enabling and constraining roles of diverse faith actors in shaping non-violent male roles and healthy relationships between men and women within households and communities.

Specific Objectives

1. To explore how women and men of different ages, faith communities, and social positions understand and experience masculinities, including dominant expectations, harmful norms, and locally recognized examples of equitable and non-violent male roles and practices in households and communities.
2. To examine the current roles, perspectives, practices, legitimacy, capacities, and limitations of diverse women and men faith actors from Muslim, Hindu, and Christian communities in supporting or constraining gender-equitable norms, non-violent masculinities, women participation, and safe dialogue.
3. To identify faith-based narratives and messages that promote men's self-awareness, emotional growth, accountability, and non-violent expressions of masculinity.
4. To identify context-specific entry points, risks, partnership options, and evidence for ethically engaging faith actors (representing both genders) in future initiatives on equitable and non-violent gender relations.

Key Research Questions

1. How are masculinities understood and practiced in households and communities in Mirpurkhas?
2. How do women, men, adolescent girls, and adolescent boys perceive men's roles and responsibilities in family and community life?
3. What factors enable or hinder men's engagement in equitable caregiving, decision-making, and community participation?
4. How have faith actors influenced community attitudes, behaviors, and practices related to gender roles?
5. What religious teachings do faith actors draw upon to promote positive male identity and self-reflection.
6. How can faith actors create and sustain safe spaces for dialogue and collaboration between women and men at household and community levels?
7. What opportunities exist to strengthen faith actor-led initiatives that promote women's participation, shared responsibilities, and healthy gender relations?

8. What actions, capacities, and partnerships are required to strengthen faith actors' leadership in transforming harmful gender norms and scaling effective approaches?
9. What religious teachings do faith actors draw upon to promote positive male identity and self-reflection.

Proposed Methodology

Applicants are expected to propose and justify a rigorous, context-appropriate methodology aligned with the study objectives and research questions. The proposal should present a clear conceptual or analytical framework explaining how masculinities, gender norms, households and community power relations, women's meaningful participation, and the influence of faith actors will be understood and examined. The methodology should include operational definitions of key constructs and concepts. Applicant should describe the research design, sampling approach, participant groups, data collection and analysis methods, triangulation, quality assurance measures, anticipated limitations, and how findings will be disaggregated and compared across relevant social groups. The proposed approach should be participatory, gender-responsive, faith-sensitive, and attentive to intersectionality and power dynamics, while applying do-no-harm principles and appropriate measures for informed consent, confidentiality, safeguarding, referrals, and the ethical investigation of potentially sensitive GBV related issues.

Deliverables

- An Inception Report, not exceeding 20 pages excluding annexures, with refined understanding of the assignment, study purpose, and intended users of the findings. The report should explain methodology and conceptual framework for research, including operation definitions of key construct, such as, "faith actors", "women's meaningful participation", "safe and constructive dialogue", "masculinities and non-violent/positive masculinities" etc. The methodology should include a matrix that clearly describes data sources, data collection methods, instruments and analysis corresponding to research questions and objectives. The methodology should describe how the findings from qualitative and quantitative analysis will be triangulated. It should also include sampling strategies for qualitative and quantitative inquiries along with justification and inclusion and exclusion criteria for data sources. The methodology should explain gender, conflict sensitivity, safeguarding and research ethics and measures that will be in place to ensure respondent safety, well-being, privacy, informed consent, and confidentiality, and data security and anonymization. A detailed workplan that indicates logically ordered activities and tasks.
- The consultant will develop and submit a complete package of context-appropriate research tools aligned with the approved objectives and research questions. This may include FGD and KII guides, participatory exercises such as gender role mapping, case study or positive practice documentation templates, and a structured household survey questionnaire.
- The consultant will provide transcripts and analysis coding sheets of qualitative data, anonymized quantitative data, algorithm for sample selection, output and analysis code for quantitative inquiry. On completion of the assignment, the consultant must discard the data. The reuse and reproduction of data or any element of the research is impermissible without written consent of assignment commissioning organization.
- The consultant will design and facilitate the stakeholder validation and interpretation workshop with relevant stakeholders. The workshop should present emerging findings in accessible language, explore contradictory or sensitive findings, validate context-specific program entry points, distinguish stakeholders' preferences from conclusions supported by the evidence,

document areas of agreement and disagreement. Validation should not be used to remove findings merely because those findings are sensitive or contested. Final interpretation should remain evidence-based and should protect participant confidentiality.

- The consultant will submit a comprehensive draft report that clearly responds to all approved research objectives and questions.
- The consultant will revise the draft report based on consolidated feedback from steering committee and submit a publication-ready final report. At minimum, the report should include findings, case studies, program recommendations matrix, and an action framework for faith actor engagement.

Duration

The assignment must be completed within **80 days** of contract signing.

Deadline for Submission of Applications

Interested applicants must submit their complete applications by September 11, 2026, at 5:00 PM (Pakistan Standard Time).

No applications or proposals will be accepted or considered after the stated deadline.

How to Apply?

Kindly share your proposal (technical and financial) at job@rozan.org