



## **REQUEST FOR APPLICATIONS (RFA)**

**Under Sida Funded Program No: RFA 2025/001**

<b>Funding Opportunity Title:</b>	<b>HUMAN RIGHTIVISM PROJECT</b>
<b>Announcement Type:</b>	<b>Request for Applications (RFA)</b>
<b>Funding Opportunity Number:</b>	<b>RFA 2025/001</b>
<b>Issuance Date:</b>	<b>22 May 2025</b>
<b>Deadline for Questions:</b>	<b>12 June 2025</b>
<b>Info Session:</b>	<b>05 June 2025</b>
<b>Deadline for Submission:</b>	<b>20 June 2025</b>
<b>Submit applications to:</b>	<b><a href="mailto:grants@kcdf.org">grants@kcdf.org</a></b>



## TABLE OF CONTENTS

<b>COMMUNITY DEVELOPMENT FUND - CDF .....</b>	<b>3</b>
<b>HUMAN RIGHTIVISM PROJECT .....</b>	<b>3</b>
<b>PROJECT GOAL AND OBJECTIVES.....</b>	<b>3</b>
<b>REQUEST FOR APPLICATIONS.....</b>	<b>3</b>
<b>GENDER AND DIVERSITY CONSIDERATIONS .....</b>	<b>5</b>
<b>AWARD INFORMATION.....</b>	<b>5</b>
<b>MINIMUM ELIGIBILITY CRITERIA .....</b>	<b>5</b>
<b>APPLICATION SUBMISSION INSTRUCTIONS &amp; INFORMATION.....</b>	<b>5</b>
<b>EVALUATION CRITERIA.....</b>	<b>6</b>
<b>CDF POINT OF CONTACT.....</b>	<b>6</b>
<b>RESPONSIVENESS.....</b>	<b>7</b>
<b>ONLINE INFORMATION SESSION .....</b>	<b>7</b>
<b>OTHER INFORMATION .....</b>	<b>7</b>



## **COMMUNITY DEVELOPMENT FUND - CDF**

The Community Development Fund (CDF) has over 25-year history, a journey of dedication and transformation that has empowered communities across Kosovo to build a brighter, more just future. With a portfolio exceeding €100 million and projects that have touched every aspect of life in Kosovo, CDF embodies hope, resilience, and progress. CDF has advanced human rights and social justice through a strong focus on citizen participation, equity, grassroots activism, and sustainable local development. Drawing on its extensive experience, CDF has established robust partnerships with civil society organizations, government institutions, and international donors, driving systemic change from the grassroots level.

## **HUMAN RIGHTIVISM PROJECT**

The Human Rightivism Project in Kosovo, supported by the Swedish International Development Cooperation Agency (Sida) over three years, aims to advance human rights, social justice, and government accountability. Led by the Community Development Fund (CDF) and its Implementing Partners, the project will empower grassroots civil society organizations through grants, enabling them to advocate effectively for vulnerable communities.

In this phase, the project will strengthen its focus on labor rights by enhancing enforcement, promoting union representation, and protecting migrant workers. It will also expand mental health support through school-based programs, alternative therapies, and targeted interventions for women, youth, the elderly, and persons with disabilities. This RFA aims to support evidence-based advocacy and close collaboration with public institutions and local partners to advance the project's goals. While strategic litigation to enhance the protection and promotion of human rights in Kosovo is an integral component of the project, it is not included within the scope of this RFA and is addressed under a separate objective.

Human Rightivism will work to build a more just, inclusive, and equitable society in Kosovo, creating a long-term impact through sustainable and community-driven approaches. The project builds on previous achievements by strengthening the advocacy capacity of CSOs, engaging policymakers, and raising public awareness about fundamental rights.

## **PROJECT GOAL AND OBJECTIVES**

This project advances human rights in Kosovo by tackling two intertwined priorities: stronger labor protections and a healthier, stigma-free approach to mental health. On the labor front, it promotes fair practices through rigorous enforcement of existing laws, tripartite dialogue among government, business and unions, and heightened vigilance against discrimination, particularly for marginalized groups and those in the informal economy. In parallel, it normalizes open discussion of mental health, expands access to services for vulnerable groups, and promotes innovative supports such as online therapy and peer-led groups, while urging ethical media coverage to dispel stigma. Together these efforts aim to build safer workplaces, more inclusive policies and a culture that safeguards both economic and psychological well-being.

## **REQUEST FOR APPLICATIONS**

The Community Development Fund (CDF) is announcing a Request for Applications (RFA) for small grants to support civil society organizations promoting labor rights, mental health, or other related areas, including organizations that apply similar approaches and have relevant experience advancing human rights and social well-being.



## Grant Scheme Overview

This grant scheme is designed to support civil society organizations in Kosovo to implement targeted, community-based initiatives that advance **labor rights** and **mental health**, particularly among underrepresented and marginalized groups. Grants of up to **15,000 EUR** will be awarded to selected proposals that demonstrate innovation, inclusivity, and measurable impact.

Organizations may choose to focus on labor rights or mental health or propose integrated initiatives that cross-sectorally address both themes.

### 1. Objectives for Mental Health

This funding component aims to promote, protect, and improve mental health and well-being, especially for marginalized and at-risk groups.

#### Key objectives include:

- Expanding **access to mental health services** for underserved populations, including adolescents, the elderly, and persons with disabilities.
- Supporting the establishment or growth of **peer-support groups**, especially within community-based or institutional settings.
- Promoting **alternative and inclusive mental health support models**, such as anonymous therapy, art therapy, and rights-based, community-rooted care.
- Raising public awareness on **mental health rights**, while addressing stigma, misinformation, and discriminatory narratives through campaigns, education, and storytelling.
- Developing and disseminating **educational curricula** and materials focused on the prevention of bullying, sexual harassment, and suicide.
- Strengthening the capacities of **mental health professionals and support staff**, including those in public institutions or community homes, focusing on ethical care, non-discrimination, and psychosocial well-being.
- Encouraging **collaboration between CSOs and public mental health institutions** to advocate for reforms aligned with internationally recognized standards.

### 2. Objectives for Labor Rights

This funding component supports improving awareness, protection, and enforcement of labor rights, particularly for vulnerable and informal workers.

#### Key objectives include:

- Promoting **awareness and education** on labor rights and protections, particularly among informal workers, migrant workers, youth, and other marginalized groups.
- Supporting **grassroots organizing and unionization efforts**, including legal support, advocacy training, and collective bargaining awareness.
- Enhancing access to **legal aid and mechanisms for redress** for victims of workplace exploitation, discrimination, or unsafe working conditions.
- Facilitating **public campaigns and research initiatives** to inform and mobilize around fair labor practices, workplace safety, and social protections.
- Conducting **legal and policy analysis** to identify gaps in labor law enforcement and propose reforms aligned with international standards.
- Building the capacity of **labor inspectors, watchdog entities, or civic monitors** at the local and national level to increase oversight and accountability.
- Empowering workers and community organizations to **document violations and advocate for better enforcement mechanisms**, particularly in high-risk sectors.

### 3. Cross-Cutting Priorities

Regardless of thematic focus, all proposals should aim to integrate the following cross-cutting components:

- **Civic Engagement:** Promote participation of citizens in local decision-making processes and community representation mechanisms.
- **Inter-community Collaboration:** Foster cooperation between diverse community groups to enhance inclusion, mutual understanding, and social cohesion.
- **Human Rights Education & Monitoring:** Promote education, documentation, and fact-based advocacy on human rights violations and their consequences.
- **Combating Discrimination and Stigma:** Address anti-gender and exclusionary narratives through inclusive discourse and media campaigns.
- **Evidence-Based Impact:** Clearly define anticipated changes in policies, practices, attitudes, knowledge, and behaviors.

***This RFA seeks to complement current project efforts by funding grassroots CSOs to implement projects that address gaps beyond those already planned in the Human Rightsism Project. Successful proposals must bring additional value to the ongoing work and fill critical voids in labor rights and mental health interventions.***

### GENDER AND DIVERSITY CONSIDERATIONS

All applications must demonstrate how gender considerations have been incorporated in the needs analysis, problem definition, design and implementation plan of the proposed intervention. Applicants are expected to ensure that the stakeholder consultations used to identify proposed interventions involve a broad cross-section of actors and reflect gender, age and where applicable ethnic/religious balance. The stakeholders consulted should represent a variety of political viewpoints and include both women and men in roughly equal numbers. They should have consulted and incorporated the perspectives of youth. Applicant must give an indicative number of people that the project seeks to benefit, disaggregated by gender.

This Request for Applications is tailored to support grassroots Civil Society Organizations (CSOs) working in diverse human rights-related areas. Human rights' crucial role in the harmonious development of societies and the adequate protection of civil and political rights becomes even more relevant in times of economic or other crisis, when there may be temptations to neglect the rule of law and democratic principles.

### AWARD INFORMATION

CDF will award up to 15 grants in the amount up to 15,000 EUR. All award activities must have a period performance up to 12 months. CDF may choose to fully fund or incrementally fund the selected application(s). The number of awards and amount of available funding are subject to change and CDF reserves the right to make no awards as a result of this RFA.

### MINIMUM ELIGIBILITY CRITERIA

To meet the minimum eligibility criteria for a grant award, the applicant or its application must:

- Be a civil society organization/institute officially registered in Kosovo.
- Be submitted by the deadline as stated in the RFA
- Not be affiliated with a political party

### APPLICATION SUBMISSION INSTRUCTIONS & INFORMATION

All applicants are required to submit an application no longer than 4 pages (including the cover page) that is specific, complete, and concise. The applications should demonstrate the



applicant's capabilities and expertise in achieving the goals of this program. Send the document in English to [grants@kcdf.org](mailto:grants@kcdf.org) by 20 June 2025 (or by any later deadline announced for additional rounds). Your email subject line must contain the RFA number and title, formatted like: **RFA001\_NGOName\_Objective\_ProjectName**.

**Applications must include:**

- Cover Page (1 page)
- Technical Approach (3 pages)
- Budget/Cost Summary (1 page)
- Documents required: Copy of organization's certificate of registration/fiscal number and Tax Verification (proving that organization doesn't have any debt to tax authorities)

**Cover Page** (no more than one 1 page) must include:

- Address of the organization
  - Type of organization (e.g., for-profit, non-profit, etc.);
  - Contact point (lead contact name; relevant telephone, fax, e-mail information);
- Signature of an authorized representative of the applicant

**Technical approach (no more than 3 pages):**

The technical approach will be reviewed regarding responsiveness to the RFA, appropriateness of subject matter, and creativity. Applicants are encouraged to demonstrate how their proposed work will improve Human Rights. This section should also address the program summary and selected objectives of this document and should include:

- Concise title and objectives of the proposed activity
- Discussion of the objectives, activities proposed, the method of approach, the amount of effort to be employed, the anticipated results, and how the work will help accomplish Human rights goals
- The type of support the applicant requests from CDF should be as specific as possible.

**Cost Summary** (no more than 1 page). Applicants should include an overall summary budget defined by general program activities and proposed total estimated cost; a brief cost breakdown (e.g., salaries, travel, program activities etc.).

## **EVALUATION CRITERIA**

Applications will be reviewed in terms of responsiveness to the RFA, appropriateness of subject matter, and creativity, according to the evaluation criteria identified below:

- Demonstrates a creative, concrete plan that aligns with RFA objectives
- Proposes measurable activities that can show the results of the grant/project goal
- Realistic budget that reflects the actual cost of implementation
- Ability to be implemented (timetable, realistic budget, and scope of project)

The applications will be evaluated by the Review Evaluation Committee (REC).

## **CDF POINT OF CONTACT**

The point of contact for this RFA and any questions during the RFA process is: [grants@kcdf.org](mailto:grants@kcdf.org)

Any prospective applicant desiring an explanation or interpretation of this RFA must request it in writing by the stated deadline for questions (12 June 2025) to allow a reply to reach all



prospective applicants before submitting their applications. Any information given to a prospective applicant concerning this RFA will be furnished promptly to all other prospective applicants as an amendment of this RFA, if that information is necessary for submitting applications or if the lack of it would be prejudicial to any other prospective applicants.

### **RESPONSIVENESS**

Those applications not submitted per the RFA requirements will not be considered for review.

### **ONLINE INFORMATION SESSION**

A public information session will be held on **June 5, 2025, at 10:00** via the CDF Zoom platform.

<https://us02web.zoom.us/j/89274489778?pwd=GDdEdw1KX5AhJSREaEb2oFRFmqg4pj.1>

Meeting ID: 892 7448 9778

Passcode: 574391

### **OTHER INFORMATION**

- Issuance of this RFA does not constitute an award or commitment on the part of CDF, nor does it commit CDF to pay for costs incurred in preparing and submitting an application. CDF reserves the right to fund any or none of the applications submitted. Further, CDF reserves the right to make no awards due to this RFA or extend the deadline or re-announcement as required.
- Eligible organizations could include, for example, foundations, associations, non-governmental organizations, community-based organizations/groups, and/or organizations grouped in an application as a formal or informal consortium. And can apply only for one objective.
- All applications must be duly filled and submitted electronically to [grants@kcdf.org](mailto:grants@kcdf.org) by 20 June 2025.
- Interested applicants are required to download the Full RFA documents (Technical proposal, budget) from the following websites: <https://kcdf.org/procurement> or request by email [grants@kcdf.org](mailto:grants@kcdf.org)