



PROJEKAT FINANSIRA  
EUROPSKA UNIJA



Foundation for Women's Empowerment  
Bosnia and Herzegovina  
Fondacija za osnaživanje žena  
Bosna i Hercegovina

<http://www.fondacijacure.org>

PROJEKAT IMPLEMENTIRAJU  
FONDACIJA CURE I FONDACIJA ZA OSNAŽIVANJE ŽENA

## **EXTENDED TERMS OF REFERENCE**

**for**

**Conducting needs assessment for Social research in support of advocacy campaigns related to empowerment of women and gender equality in Bosnia and Herzegovina for the European Union founded project  
“Women Human Rights Advocates“**

### **About CURE Foundation:**

CURE Foundation is a feminist-activist organization which promotes gender and sex equality and works for positive social changes through educational, cultural and research programs. By organizing affirmative action CURE celebrates the strength and power of women, and helps empowering individuals, so that they can become initiators of social changes in Bosnia and Herzegovina and the world. CURE is an organization of professionals and volunteers who go out on the streets as a sign of protest against violence, discrimination, violation of laws and basic human rights.

### **About partner organization Foundation for Women's Empowerment:**

The Foundation for Women's Empowerment is an independent and non-profit women's foundation based in Bosnia and Herzegovina fully committed for supporting initiatives of women's grassroots civil society organizations (CSOs) in promoting women's human rights, empowerment of women and gender equality.

### **Summary**

**Project “Women Human Rights Advocates”** in Bosnia and Herzegovina (BiH) is a 2 year project of the CURE Foundation and Foundation for Women's Empowerment (FWE), funded by European Union through European Instrument for Democracy and Human Rights Bosnia and Herzegovina. Project Action activities aim to strengthen capacities of the WCSOs, women human rights defenders and democracy activists (‘right-holders’), by providing them with coaching and peer learning, to enable them to have organizational capacities and knowledge to advocate for positive changes in seeking to address the issues of discrimination, exclusion and marginalization of women. They will also be engaged in policy dialogue with state officials ‘duty-bearers’ to remind them to meet their obligations and lobby them for full respect of the laws and strategies that BiH is obligated to implement.

Through selecting 10 WCSOs, who are presenting the marginalized and vulnerable groups, and at least 30 women and girls human rights defenders and democracy activists, as project target beneficiaries and planning to work on increasing of their capacities and knowledge in initiating local measures and creating concrete opportunities for inclusion of the women belonging to marginalized and vulnerable groups.

Objectives of the Project *are* promotion and protection of women human rights, through the actions aiming at fostering the participation of women in fighting against discrimination in all its forms in Bosnia and Herzegovina (BiH) and to strengthen the capacities of women civil society organizations (WCSO), democracy activists and human rights defenders working on women human rights and democracy issues with a focus on women belonging to marginalized and vulnerable groups in BiH.

### **Selection criteria**

All consultants must comply with the following criteria:

- Possession of the University degree;
- Have an excellent knowledge of the women's human rights and gender equality in BiH;
- Minimum 3 years of research experience;
- Minimum 3 years of experience collecting primary data and field work;
- Have 3 years of experience from previous involvement as a consultant for women's minority and marginalized issues in Bosnia and Herzegovina;
- Have experience in the work on gender equality including the gender budgeting in Bosnia and Herzegovina;
- Have knowledge on market research techniques and tools;
- Demonstrated ability to write high quality, methodologically sound, papers in English;
- Have experience in qualitative researching in analyzing documents, conducting interviews and monitoring work of institutions;
- Exceptional time management skills and ability to meet deadlines;
- Solid communication skills and sensitivity to the target group;
- Working level of English and Bosnian/Croatian/Serbian languages required.

***There is not a standard format for the proposal.***

The consultant's proposal should consist of the following:

a) *Consultant's CV* (preferable CV in EUROPEAN UNION Format) with detailed information concerning experience in the field of consultation, particularly dealing with the research in women's human rights, gender equality and women's NGO sector, as well as the list of biographical information of the conducted consultations. *Consultant's CV attach as an Appendix.*

b) *Letter of interest* describing how does the applicant comply with the selected criteria

c) *The proposal* should be clear and concise with goals and objectives for the consultation as well as described working methodology.

*d) Evaluation agenda.* The detail schedule with planned hours (e.g., desk review, interviews with relevant stakeholders, etc)

*e) Consultant's budget.* The budget should include fee/per day for whole consultation period. Transport, food and accommodation costs are included in this fee. The Consultant shall suggest a daily fee/rate per day in EUR and the number of days for the assignment. However, if the consultant is BiH resident, the payment will be made in BAM in accordance with an official currency exchange rate on the date of the payment.

### **Consultant's outputs**

In order to collect the relevant data consultant will conduct a quantitative and qualitative research about women human rights and problems of marginalized and vulnerable groups of women and girls on attitudes towards respect of their rights in 10 project target municipalities. This activity will be implemented by external expert(s), and will prepare the grounds for future project activities. CURE and FWE, co-applicant will provide support in organising interviews with relevant stakeholders, data providers and other useful information providers. The research and data collection will include collecting existing data from databases of 10 municipalities. The objective of this research will be to create a comprehensive database for developing future public policies (and other potential benefits) based on multiple sources of information. The research itself will identify critical issues and challenges in achieving the women human rights.

CURE Foundation plans to engage external consultant(s) to conduct needs assessment for the project's technical support to the project „Women Human Rights Advocates” from project target areas will have the following goals:

1. Desk review of the documentation regarding position of women belonging to minority and marginalized groups in BiH, women's rights and socio-economical position of women, with a focus on ten (10) targeted municipalities as well as analyzing and implementation of legal framework of public institutions in ten (10) targeted municipalities. Explore relevant research, documents and recommendations and find the exact data on the position and needs of women belonging to minority and marginalized groups related to the respect of human rights and gender equality;
2. Conduct interviews with representatives of ten (10) women's organizations, relevant institutions, and other stakeholders in targeted municipalities as well as relevant CURE and FEW staff;
3. Assessments of potentials of 10 local relevant authorities on socio-economic inclusion of women and girls belonging to minority and marginalized groups, who will participate in advocacy campaigns related to empowerment of women and gender equality in Bosnia and Herzegovina;
4. Needs assessments for capacity building of women and girls' rights defenders, members of 10 women's organizations for technical support and to develop recommendations on the key areas for the project support and assistance with regards to current pandemic situations

(COVID-19) and its effects on women's rights in their local communities. The needs assessment should develop recommendations on key areas for the project support and assistance in active inclusion and women's rights Agenda and should be designed to serve as focal input in planning of the activities of the selected women's NGOs in ten (10) targeted local communities for project support. The final research report will serve CURE and FWE as a tool for design of trainings programs for inclusion and rights of women belonging to minority and marginalized groups in order to provide mentoring support for Action plans development for selected women's NGOs;

5. Provide final Consultancy Report to CURE Foundation max. 50 pages (in BHS and English).

All the documents produced must satisfy European Union visibility requirements including European Union logo, information on funding as well as disclaimer. The Consultant(s) is expected to produce and deliver the draft Research with a quality analysis and recommendation to the CURE Foundation by **April 20<sup>th</sup>, 2021**. CURE will review and give comments by April 22<sup>nd</sup>, 2021. The final research report should be delivered to CURE in electronic format, in English and BHS, by **April 26<sup>th</sup>, 2021**. Final research need to be also approved by European Union.

### **Schedule**

The Consultant is expected to conduct a needs assesment based on the Project proposal objectives and to conduct the needs and opporutnities of the women belonging to minority and marginalized groups in BiH.

The Consultant will be engaged in the period March 7<sup>th</sup>, 2021 till April 26<sup>th</sup>, 2021 for maximum of 20 working days. Final Consultant(s) research has to be submitted no later than April 26<sup>th</sup>, 2021.

The payment for the work will be defined in Contract and will be made upon the work completion and the final product delivered to CURE, with all the necessary documentation as per CURE's administrative procedures.

**THE APPLICATION FORM HAS TO BE SUBMITTED IN ENGLISH!**

**EXTENDED APPLICATION DEADLINE: March 3<sup>rd</sup>, 2021.**

**NOTE!!** *There is no standard format for the proposal.*

Organizations and freelance consultants wishing to submit proposals should do that by the given deadline. All applications based on the above-mentioned criteria received by **3<sup>rd</sup> of March 2021** will be considered. If you have questions or/are seeking more information, please contact the following:

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Sarajevo, February 23<sup>rd</sup> 2021.

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