



This project is funded by the European Union



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

This project is implemented by CURE and FWE

## **TERMS OF REFERENCE**

**for**

**Conducting needs assessment for inclusion and rights of women belonging to minority and marginalized groups in Bosnia and Herzegovina for the European Union funded project**

**“Women’s Rights Agenda for Positive Change “**

### **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’s Rights Agenda for Positive Change”** 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 - Country Based Support Scheme 2017. The project aims to contribute to the promotion and respect of women’s human rights, eradication of discrimination against women belonging to minority and marginalized groups in BiH. The project represents an outstanding opportunity for engaging mechanisms in continuation of practical work around human rights of women belonging to minority and marginalized groups, through organisation

of joint trainings, implementation of comparable activities and exchange of good practice among actors and stakeholders.

Objectives of the Project are to directly contribute to the promotion and respect of women's human rights and increase socio-economic inclusion of women and girls belonging to minority and marginalized groups through strengthening of their capacities and creating concrete actions to combat discrimination, racism and xenophobia and address their human rights issues in BiH. Specific objectives of the Project - to increase socio-economic inclusion of women and girls belonging to minority and marginalized groups through strengthening of their capacities to ensure more favourable and enabling environment for women belonging to minority and marginalized groups by promoting best practices and complementing to the advocacy efforts of respective networks.

### **Selection criteria**

All consultants must comply with the following criteria:

- Have an excellent knowledge of the women's human rights and gender equality in BiH;
- Have 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.

The consultant's proposal should consist of the following:

a) *Consultant's CV* (preferable CV in EUROPEAN UNION Format) with detailed information concerning past 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) The proposal should be clear and concise with goals and objectives for the consultation as well as described working methodology.

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

d) *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 support women belonging to minority and marginalized groups to gain rights as individuals and/or groups in ten (10) targeted local communities from all parts Bosnia and Herzegovina, the CURE Foundation plans to engage external consultant(s) to conduct needs

assessment for the project's technical support to the project „Women's Rights Agenda for Positive Change” 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,
2. Explore 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;
3. Conduct needs assessment for technical support to women belonging to minority and marginalized groups in BiH. 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 Foundation and Foundation for Women's Empowerment 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.
4. Provide final Consultancy Report to CURE Foundation max. 30 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 **March 20, 2019**. CURE will review and give comments by March 25, 2019. The final research report should be delivered to CURE in electronic format, in English and BHS, by **March 31, 2019**. 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 February 15, 2019 till March 31, 2019 for maximum of 15 working days. Final Consultant(s) research has to be submitted no later than March 31, 2019.

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!**

**APPLICATION DEADLINE: FEBRUARY 6, 2019**

**NOTE!!** *There is no a 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 **06<sup>th</sup> of February 2019** will be considered.

If you have questions or/are seeking more information, please contact the following:

CURE Foundation

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Sarajevo, January 26, 2019

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