



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

This project is funded by the European Union

This project is implemented by CURE and FWE

## **TERMS OF REFERENCE for**

### **Consultant(s) for Capacity Needs Assessment of ten (10) women's organizations and institutions in ten (10) municipalities in Bosnia and Herzegovina**

#### **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 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**

With the project "Women's Rights Agenda for Positive Change" funded by European Union, CURE Foundation (CURE) and Foundation for Women's Empowerment (FWE) intention is to contribute to the promotion and respect of women's human rights, eradication of discrimination against women belonging to minority and marginalized groups in ten (10) municipalities.

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.

In the first place, CURE and FWE will invest efforts in building capacities of those organizations to enable them 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. Furthermore, they will advocate for a more equitable approach to increase women's socio-economic inclusion through implementation of legislation related to women's human rights and gender equality. CURE and FWE will work in partnership with ten (10) women's organizations from ten (10) municipalities, that have experience in assisting women and girls belonging to minority and marginalized groups, but lack skills and knowledge in socio-economic inclusion,

particularly in social (re)integration of women and girls belonging to minority and marginalized groups.

### Objectives of the project

Overall objective of the project is to contribute to the promotion and respect of women's human rights, eradication of discrimination against women belonging to minority and marginalized groups in Bosnia and Herzegovina.

The specific objective of the project is to 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 Bosnia and Herzegovina.

### 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 experience in the work with women's organizations in Bosnia and Herzegovina.

***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 EU 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

1. The Consultant(s) is expected to produce a written Capacity Needs Assessment Report and deliver the final version of it to CURE, in English and BHS, by **March 31, 2019**. The Report should contain a quality analysis of capacity needs of ten (10) women's organizations and recommendations for improvements, for both - CURE and FWE, and ten (10) women organizations (jointly on the project level, as well as a list of concise individual recommendations for each women organization).

In order to produce the requested product the Consultant will conduct the following:

2. Desk review of the documentation regarding women's rights and socio-economical position of women, with a focus on ten (10) targeted municipalities;
3. Conduct interviews with representatives of ten (10) women's organizations, relevant institutions and other stakeholders in targeted municipalities, as well as relevant CURE and FWE staff.
4. Assessments of potentials of 10 local relevant authorities on socio-economic inclusion of women and girls belonging to minority and marginalized groups,
5. Needs assessment for capacity building of women and girls rights defenders, members of 10 women's organizations, identify gaps and key areas for technical support and 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 organizations.
6. Provide final Consultancy Report to CURE (30 – 40 pages, in BHS and English).

The Consultant will focus on the following aspects:

1. individual women' organizational capacity;
2. individual cooperation among women's organizations and institutions/stakeholders;
3. individual recognition by and cooperation with institutions working on socio-economic inclusion issues;

The Consultant(s) is expected to produce and deliver the draft Research with a quality analysis and recommendation to CURE by **March 26, 2019**. CURE will review and give comments by March 28, 2019. The final research report should be delivered to CURE in electronic format, in English and BHS, by **March 31, 2019**. Final report need to be also approved by European Union.

## Schedule

The Consultant will be engaged in the period **February 11, 2019** till **March 31, 2019** for maximum of 20 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 04, 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 **4<sup>th</sup> of February 2019** will be considered.

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

CURE Foundation

or Foundation for Women's Empowerment

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