



Finansira
Evropska unija

Podrška Evropske unije u promociji ravnopravnosti spolova i
suzbijanju diskriminacije u Bosni i Hercegovini



EU4 INCLUSION - IMPROVEMENT OF MONITORING AND REPORTING CAPACITIES ON VULNERABLE GROUPS' NEEDS IN BOSNIA AND HERZEGOVINA

Contract no: CN 2024/455-348_EU4INCLUSION

TERMS OF REFERENCE

JUNIOR NON-KEY EXPERT FOR ANALYSIS OF CURRENT REPORTING AND MONITORING MECHANISM WITH RECOMMENDATIONS FOR IMPROVEMENT

1. Beneficiary country

Bosnia and Herzegovina

1.1 Contracting authority

European Union

1.2 Relevant Project Background

1.2.1 Overall Objective

The overall objective of the Project is to contribute to improving socio-economic situation and living conditions in Bosnia and Herzegovina.

1.2.2 Project Purpose

In the context of Bosnia and Herzegovina's EU stabilisation and association process as regards economic criteria, Bosnia and Herzegovina is at an early stage of establishing a functioning market economy integration. As the country continues to advance along the path of EU integration, there is a growing expectation for it to align its policies, legislation, and practices with the standards and values upheld by the EU. This encompasses the imperative of addressing socio-economic disparities and elevating living standards to meet the established EU norms and benchmarks.

The efforts under the overall objective in relation to specific objectives will prioritize principles of non-discrimination, gender equality, and social inclusion. By embedding these principles into policy frameworks and development initiatives, Bosnia and Herzegovina can create a more equitable and just society, where every individual has the opportunity to thrive and contribute to the country's progress. Ultimately, the objective of contributing to the enhancement of the socio-economic landscape and living conditions in Bosnia and Herzegovina is indispensable to its EU integration journey, representing a commitment to shared values and a prosperous future within the European community

The project aims to achieve two specific objectives:

Specific objective 1. To provide support in development of system for monitoring and reporting on the needs and access to social inclusion services of vulnerable categories (persons with disabilities, Roma, rural women, etc.) to the Ministry of Human Rights and Refugees (MHRR) and other responsible institutions.

Specific objective 2. To strengthen capacities of Ministry of Human Rights and Refugees (MHRR), Gender Equality Agency (GEA), Ombudsman BiH and other relevant institutions in improving the protection of vulnerable categories and promotion of human rights.

The action will target effective implementation of the BiH Anti-Discrimination Law and the BiH Gender Equality Law.

The Project will engage a **JUNIOR NON-KEY EXPERT for the**

Activity 1.1 Provide detail list of all reports that the country needs to prepare as per ratified International conventions in the area of human rights

Activity 1.4 Conduct needs assessment of on different vulnerable categories

Objective: To assess the existing institutional and procedural framework for monitoring and reporting on the rights and needs of vulnerable groups in BiH and propose concrete, actionable improvements

STAFF	REALISATON PERIOD
<ul style="list-style-type: none">Junior Non-Key Expert (20 wo/man days)	Month 10 – Month 24

SUBACTIVITIES	RESULTS
Map the current reporting and monitoring procedures used by MHRR and partner institutions Analyze reporting frequency, quality of data, institutional roles, and decision-making processes Identify gaps, challenges, and overlaps in current mechanisms Benchmark findings against EU and regional practices in monitoring vulnerable group inclusion Propose actionable and context-sensitive recommendations for system improvement	Increased understanding of current limitations and strengths of the national monitoring framework Evidence-based proposals for improving the reporting structure and coordination mechanisms Enhanced readiness of institutions to adopt improved and harmonized monitoring tools
OUTPUTS	INDICATORS
<ul style="list-style-type: none"> Assessment report on the current mechanism for monitoring and reporting Comparative overview with regional/EU models List of actionable recommendations with justification 	<ul style="list-style-type: none"> One validation meeting with MHRR and stakeholders organized Report approved by the MHRR At least 10 stakeholders consulted during the assessment Recommendations used as a basis for institutional planning or reform

II. Description of the Assignment

The Junior Non-Key Expert will provide technical assistance in evaluating the existing monitoring and reporting mechanisms relevant to the social inclusion of vulnerable groups. The work will include desk research, interviews with key institutional actors, and preparation of an analytical report with recommendations for streamlining and improving the system. The assignment will feed into broader capacity-building efforts under the EU4INCLUSION project.

IV. Qualification and skills of JNKE:

Minimum general professional experience and competencies

University degree in law, public policy, social sciences, or related field including a minimum 3 years of relevant professional experience in public administration, human rights, or monitoring and evaluation.

Specific professional experience in relation to the specific assignment

1. Experience in research and analysis related to institutional frameworks, reporting mechanisms, or public policy including in drafting of reports to human rights treaty bodies
2. Familiarity with social inclusion or vulnerable group protection in the BiH context
3. Demonstrated analytical and report-writing skills
4. Good knowledge of EU principles on monitoring, data collection, and rights-based governance