



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**

#### **SENIOR NON-KEY EXPERT FOR FACILITATION OF ANTI-DISCRIMINATION POLICY DEVELOPMENT**

#### **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 **SENIOR NON-KEY EXPERT for the**

#### 1.4 Conduct needs assessment of on different vulnerable categories

**Objective:** To facilitate a participatory process leading to the development of a strategic anti-discrimination policy document for the MHRR, grounded in a needs assessment of government authorities and civil society organizations and aligned with the BiH Anti-Discrimination Law and relevant international frameworks.

STAFF	REALISATON PERIOD
<ul style="list-style-type: none"> <li>Senior Non-Key Expert (20 wo/man days)</li> </ul>	Month 10 – Month 24
SUBACTIVITIES	RESULTS
Facilitate consultative workshops and policy dialogue Draft anti-discrimination policy document for MHRR	Identify needs of different vulnerable categories in relation to discrimination and access to non-discrimination mechanisms  Summary report highlighting gaps, priorities, and challenges in preventing and addressing discrimination affecting vulnerable groups.  Participate in at least 3 consultation events with MHRR and stakeholders organized, collecting inputs for policy development.  A strategic policy document outlining goals, priority areas, and measures to improve anti-discrimination efforts in BiH.
OUTPUTS	INDICATORS
<ul style="list-style-type: none"> <li>Needs assessment report based on</li> </ul>	<ul style="list-style-type: none"> <li>Minimum 3 consultation events held.</li> </ul>

inputs from government authorities and CSOs.

- Consultation workshops conducted with documented proceedings and participant lists.
- Draft and final versions of the anti-discrimination policy document delivered to MHRR.

- Policy document validated by MHRR.
- At least 20 representatives of key stakeholders engaged in the process.

## II. Description of the Assignment

The expert will facilitate the process of drafting a national anti-discrimination policy for MHRR through a participatory, evidence-based approach. This will include conducting a needs assessment among key government and civil society stakeholders, organizing consultative workshops, and drafting the policy document itself. The document will define priorities, guiding principles, and actionable measures for improving the prevention, detection, and sanctioning of discrimination in BiH, aligned with national and international legal standards.

## IV. Qualification and skills of SNKE:

### Minimum general professional experience and competencies

- University degree, a post-graduate degree will be considered an asset, and its absence, equivalent relevant professional experience of 10 years in addition to 7 years of general professional experience in the area of human rights

### Specific professional experience in relation to the specific assignment

1. Experience in facilitating participatory policy development processes.
2. Proven record in conducting needs assessments and organizing multi-stakeholder consultations.
3. Excellent knowledge of the BiH Anti-Discrimination Law and EU non-discrimination standards.
4. Demonstrated ability to synthesize inputs into clear, actionable policy frameworks.
5. Strong communication and facilitation skills.