



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 CAPACITY BUILDING AND DRAFTING OF A POLICY DOCUMENT ON A COORDINATED APPROACH TO HANDLING CASES OF DOMESTIC VIOLENCE

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**

2.4 Organize series of capacity building exercises (trainings, seminars, workshops) for institutions, agencies and organizations at all levels of government: the relevant ministries, the police, judges and prosecutors, social work centres, healthcare facilities, educational institutions, institutions for legal aid, local government etc. addressing discrimination and/or other relevant trainings in the area of the protection of human rights and access to social inclusion

Objective: To improve the institutional response to domestic violence through a coordinated and multi-sectoral approach, including capacity building of key institutions and development of a strategic policy document aligned with national legislation and international standards.

STAFF	REALISATON PERIOD
Senior Non-Key Expert (20 wo/man days)	Month 10 – Month 24

SUBACTIVITIES	RESULTS
<p>Conduct a brief mapping and needs assessment of existing coordination mechanisms in domestic violence response</p> <p>Facilitate multi-agency capacity building sessions (including social welfare centres, police, judiciary, healthcare, education, and local government representatives)</p> <p>Lead consultative workshops with key stakeholders to gather inputs for the policy</p> <p>Draft a comprehensive policy document defining a coordinated institutional approach to handling domestic violence cases</p>	<p>Enhanced awareness and understanding of intersectoral cooperation among relevant institutions</p> <p>Identified institutional gaps, challenges, and good practices</p>
OUTPUTS	INDICATORS
<ul style="list-style-type: none"> Enhanced awareness and understanding of intersectoral cooperation among relevant institutions Identified institutional gaps, challenges, and good practices 	<ul style="list-style-type: none"> Needs assessment and mapping report At least 2 capacity building workshops delivered, with participant lists and reports At least 2 consultative events with key stakeholders conducted Draft and final versions of the policy document Minimum 30 professionals trained Policy document validated by MHRR and aligned with national framework Gender-responsive and survivor-centred principles integrated into final product

II. Description of the Assignment

The Senior Non-Key Expert will support the development of a strategic and coordinated response to domestic violence in Bosnia and Herzegovina. This will be achieved through capacity building of relevant duty bearers and participatory drafting of a policy document. The expert will be responsible for designing and delivering the process in a way that reflects the complexity of multi-agency cooperation and ensures compliance with the Law on Protection from Domestic Violence, BiH Gender Equality Law, and international standards such as the Istanbul Convention.

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. Demonstrated experience in developing or evaluating public policies related to domestic violence or gender-based violence
2. Proven ability to conduct multi-stakeholder consultations and lead participatory policy development processes
3. Strong knowledge of relevant BiH laws and international human rights instruments, including the Istanbul Convention
4. Excellent facilitation, communication, and writing skills