



Terms of Reference

Consultation assignment - Research assignment for Kvinna till Kvinna Foundation, Western Balkan region

1. Background

The Swedish organisation The Kvinna till Kvinna Foundation (Kvinna till Kvinna) supports women in areas affected by war and conflict to increase women's power and influence. Today we cooperate with more than 130 women's organisations in the Western Balkan region, the South Caucasus, the Middle East and four countries in Africa. We started at the beginning of the 1990's in the Balkans as a direct result of the atrocities of the war with a focus on women, peace and security. We collaborate with women's organisations that play an active part in peace and transition processes as well as promoting women's rights and gender equality.

The **mandate** of Kvinna till Kvinna is to:

- Empower women in war and conflict-affected regions by enhancing their self-esteem, their mental and physical well-being and their participation in the creation of a democratic society.
- Promote studies and research concerning the effects of war and armed conflict on women.
- Provide information about the effects of war and to raise public opinion in favour of peaceful conflict resolution using non-military methods.

Kvinna till Kvinna shall operate without attaching importance to religious, political, national or ethnic affiliation. These requirements also apply to Kvinna till Kvinna's partner organisations.

Kvinna till Kvinna regional EU-advocacy for Western Balkans

Kvinna till Kvinna is currently implementing the *EU Accession for whom? Women's rights and participation in the Western Balkans (2021-2026)* programme which aims to continue to strengthen women's rights and women's equal participation in decision-making in the Western Balkan region, through contributing to gendering the EU accession processes and strengthening civil society organisations (CSOs) in the six pre-accession countries, Albania, Bosnia and Herzegovina (BiH), Kosovo, Montenegro, North Macedonia, Serbia, as well as regionally. The programme builds on Kvinna till Kvinna's longstanding experience in the region, and the Kvinna till Kvinna Strategy for the Western Balkans 2015-20 and is focused on **gendering the EU accession process**.

The outcomes for this programme are:

Outcome 1: Kvinna till Kvinna and WCSOs have strengthened engagement on gender equality with EU, member states, UN, and other national stakeholders. (advocacy)

Outcome 2: Kvinna till Kvinna and targeted WCSOs have built new alliances and strengthened existing ones to promote gender equality in Western Balkans. (networking)

Outcome 3: Targeted WCSOs have the capacity to conduct effective advocacy. (capacity development)



The methodology that will be applied during the programme implementation, includes following different approaches and methods of Kvinna till Kvinna: advocating governments, advocating the EU and Member States, providing core support to partner organisations, evidence-based advocacy, strengthening a local support-base, human-rights based approach, multidimensional poverty and intersectionality, conflict-affected area analysis, networking, facilitating contacts with decision makers, support to targeted partner organisations, and synergy with other similar and complementary programmes in the region.

2. Expected outcome of the Assignment

The consultant(s) shall assist the implementation of the regional programme by contributing to regional research by compiling and analysing data for the comparative analysis of EU integration regarding women's rights, for Albania, BiH, Kosovo, Montenegro, North Macedonia and Serbia. The publication will be used for advocacy.

The eighth edition will be implemented with an updated structure and methodology compared to previous editions, and should also look at trends over time (mainly 2018-2024). The data collected should be from November 2023 to May 2024, as far as possible. This longitudinal annual report is an advocacy tool in which four areas are analysed and monitored: women in politics, gender-based violence (GBV), security of women human rights defenders (WHRDs), and women in the labour market, as these are priority areas that Kvinna till Kvinna and partner organisations have identified for advancing women's rights. This eighth edition highlights two of the four indicators: women in the labour market, and security for WHRDs.

The comparative analysis will be used in advocacy towards national/federal governments and delegations as well as relevant EU institutions. According to the pre-defined methodology, the consultant/s shall assist the implementation of the regional programme through the following tasks:

1. One brief introductory chapter that includes an overall context analysis of the Western Balkans from a women's rights perspective, including but not limited to updates in political instability or geo-political relations since the previous reporting period;
2. One chapter on women in the labour market, including an "in focus" case study;
3. One chapter on the Security for Women Human Rights Defenders (WHRDs) indicator, including an "in focus" case study.

3. Deliverables:

The consultant/s should perform a **regional analysis from a women's rights perspective** of the socio-political context, with a focus on trends over time and data on **Women in the Labour Market** and the **Security for WHRDs** for the six Western Balkan accession countries, using data as available for 2023-24. The deliverables are as follows:

- The Context will include, within the framework of EU accession, a gendered analysis on the following:
 - a. Regional and country-specific socio-political context;
 - b. Updates on relevant legislation changes in each of the countries, in accordance with gender equality, EU accession processes, anti-discrimination, and other indicators from the report methodology;
- The Women in the Labour Market indicator will include the following sections and sub-indicators:

- a. Updated statistical data and tables (annexed to the previous edition of [Women's Rights in Western Balkans](#))
- b. "In-focus" (theme to be decided in dialogue with Kvinna till Kvinna)
- c. Recommendations disaggregated by stakeholder, updated from the recommendations from the [Women's Rights in Western Balkans 2023](#) report
- The Security for WHRDs indicator will include the following sections and sub-indicators:
 - a. An introduction with a regional overview
 - b. Narrative text on attacks on WHRDs, by country
 - c. "In-focus" (theme to be decided in dialogue with Kvinna till Kvinna)
 - d. Recommendations disaggregated by stakeholder, updated from the recommendations from the [Women's Rights in Western Balkans 2023](#) report
- Overall, the analysis should also contain a finalised Bibliography.

4. Methodology

The assignment should be done online and in communication with Kvinna till Kvinna. The regional analysis is predominantly a desk study, where data is collected through reading and scrutinising relevant documents, reports, articles, statistical databases. The collected data is to be analysed, measured and compared against previous years' gender benchmarking indicators. A draft of the report will be peer reviewed both by Kvinna till Kvinna staff members and partner organisations. The consultant/s is/are responsible for integrating comments provided by Kvinna till Kvinna staff and partner organisations. The assignment does not include any travels to or in the region.

The deliverable should consist of a total of max. 20 pages, excluding the Bibliography.

More details on methodology should be presented by the consultant/consultancy team. Detailed planning and priorities of the assignment will be discussed with Kvinna till Kvinna.

5. Time frame and reporting

The duration of the assignment is from 15 March 2024 – 1 November 2024 according to the following timeline:

- Deliverable: The comparative analysis will be presented:
 - First draft: 15 May 2024
 - Second draft: 19 June 2024, integrating comments from Kvinna till Kvinna and partner organisations' staff
 - Final version: 25 September 2024, integrating comments from Kvinna till Kvinna and partner organisations' staff

6. Required skills

The consultants should have:

- Extensive knowledge about the Western Balkan countries,
- Extensive knowledge about gender analysis, gender equality and women's rights in the Western Balkan context,
- Expertise in the areas of Women in politics, Gender-based violence, Gender equality in labour, and Security for Women Human Rights Defenders,



- Knowledge about the Western Balkan countries' EU accession processes, and preferably about women's right in these processes,
- Excellent qualitative and quantitative data collection and data analysis skills,
- Solid analytical skills,
- Excellent writing skills in English,
- Reading and comprehension skills in one of the local languages (B/S/H, Macedonian, Albanian) is *required*, and in a second is an asset.

7. Contact person at Kvinna till Kvinna

The consultant/s will report directly to Sofija Vrbaški, Programme Officer, sofija.vrbaski@kvinnatillkvinna.se

8. Cost Frame

The assignment is expected to last 20 fulltime working days in total.

Consultant fees shall be specified as fees per day including taxes, social security contributions and VAT. The tender shall state total value of tender, including expenses such as telephone, internet, postage and any other expenses related to the assignment.

Contracted consultant cannot further subcontract the assignment. In cases where the tender includes a team of consultants, their division of labour shall be presented.

The final deadline is non-negotiable and delays will be sanctioned in the contract to be signed.

For any questions on the ToR, please contact Stina Magnuson Buur, Head of Office Western Balkan, stina.magnuson.buur@kvinnatillkvinna.se.



Annex 1

As guidance for this assignment there are several relevant documents prepared by Kvinna till Kvinna that should be used, as/when relevant:

- *"EU Accession for whom? Women's rights and participation in the Western Balkans"* (2021-2026) programme proposal with key annexes;
- Reports: *Women's Rights in Western Balkans, Indicators for Women in Politics, Gender Based Violence and Security for Women Human Rights Defenders in Albania, Bosnia and Herzegovina, Kosovo, Montenegro, North Macedonia and Serbia 2017*, and [*ibid. 2018*](#), [*ibid. 2019*](#), [*ibid. 2020*](#), [*ibid. 2022*](#), [*ibid. 2023*](#).