



<b>TERMS OF REFERENCE</b>	
<b>Project title: From diversity blind into diversity transformative local communities towards inclusive equality</b>	
<b>PUBLIC CALL FOR EXPERTS: Developing tools for Intersectional gender assessment</b>	
<ul style="list-style-type: none"> <li>- <b>Development of intersectional gender analysis of local Strategic documents, policies and action plans and tools for their alignment with municipal annual programs and budgets</b></li> </ul>	
<b>About the project:</b>	The project has a goal of enabling grass root civil society organizations to become active participants in the evaluation of local budgets and policies, ultimately promoting equity and inclusiveness within their communities. The focus will be on fostering dialogue with local and national governments, advocating effectively, and monitoring reforms related to the accession process. Additionally, the project will enhance the sectorial networking of CSOs and policy dialogue through two of the twelve IPA sectorial working groups. The project will adopt an inclusive approach and work closely with CSO representatives in 17 municipalities to develop evidence-based policies that counteract discrimination and advance equality and inclusiveness.
<b>Project objective:</b>	The objective of this project is to foster structured dialogue and collaboration between public institutions and empowered rights-based grass root civil society organizations. This will be achieved by evaluating local policies, programs, and budgets using equality indicators, leading to reforms and the creation of inclusive communities
<b>Target groups:</b>	<b>Target groups:</b> Representatives from local, rights based CSOs and 17 units of the LSG from the following municipalities: Karposh, Shtip, Pehcevo, Kriva Palanka, Lipkovo, Konche, Strumica, Bitola, Mogila, Novaci, Gradstko, Rosoman, Kavadarci, Struga, Vevcani, Gostivar, Vrapchishte.
<b>Place:</b>	Municipalities: Karposh, Shtip, Pehcevo, Kriva Palanka, Lipkovo, Konche, Strumica, Bitola, Mogila, Novaci, Gradstko, Rosoman, Kavadarci, Struga, Vevcani, Gostivar, Vrapchishte.
<b>Timeframe</b>	<i>01.01.2023 – 31.12.2025 (33 Months)</i>



<b>Results and Activities:</b>	
<b>Results:</b>	<p>R1: Inter-sectional gender assessment of local equality policies, annual programs and budgets is conducted by developing unified monitoring tools to measure the commitment of local authorities for improvement of the equality policies on local level;</p> <p>R2: Capacity of right-based grass root civil society organizations are strengthened and networking developed towards strengthening sectorial policy dialogue in (1) Justice and (2) Education, Employment and Social Policy, enabling them to monitor accountability of local self-government.</p> <p>R3: Structured sectorial local mechanisms for consultations on local level are developed and strengthened</p>
<b>Activities</b>	<p>The project consists of 3 sets of activities:</p> <p>WP1: Developing tools for Intersectional gender assessment</p> <p>1.1 Intersectional gender analysis of local Strategic documents, policies and action plans and tools for their alignment with municipal annual programmes and budgets</p> <p>1.2 Development of intersectional gender indicators for local programming towards gender equality and diversity enhancement on local level</p> <p>1.3 Intersectional gender analysis of local Strategic documents, policies and action plans and tools for their alignment with municipal annual programmes and budgets</p> <p>1.4 Developing practical Guide for Intersectional gender assessment</p> <p>1.5 Equality and Diversity consultations with CSOs, citizens and Government</p> <p>1.6 Public conference for presentation of the findings to the existing structures for EU negotiation</p> <p>WP2: Capacity building on Intersectional Gender approach and networking</p> <p>2.1. Needs assessment of the CSOs to assess their advocacy capacities and needs, knowledge, skills to work on improvement on the specific local policies</p> <p>2.2: Capacity building on Intersectional Gender approach and diversity mainstreaming into local strategic documents and programmes</p> <p>2.3: Training interventions organised</p> <p>2.4: Networking, consultation, communication and coordination among local and national stakeholders towards enhancing grass root/local CSOs to participate in the work of the sectorial working groups for EU accession and negotiations</p> <p>2.5. Capacity building thought mentoring on institutional and individual level for grass root CSOs</p> <p>WP3: Sub-granting for 17 CSOs countrywide</p>



	<p>3.1 Development of sub-granting scheme</p> <p>3.2 Implementation of sub-granting scheme</p> <p>3.3 Evaluation of the impact and dissemination of the results of sub-granting scheme</p> <p>3.4 Increased visibility of the project results</p>
<p><b>Expert’s tasks and duties:</b></p>	<p>In the scope of the project “<b>From diversity blind into diversity transformative local communities towards inclusive equality</b>” Union – National council for gender equality in partner consortium with Polio Plus and Association for Democratic Initiatives will hire two experts to develop one (1) study/analysis on intersectional gender approach of local Strategic documents, policies and action plans and tools for their alignment with municipal annual programs and budgets in 17 municipalities i.e., project activity 1.1.</p> <p><b><i>Purpose of the engagement: Provide expert support for Developing an analysis on intersectional gender approach.</i></b></p> <p><i>Output/s:</i> Analysis on intersectional gender approach developed in Macedonian language, 80 pages.</p> <p><i>Modality of engagement:</i> local expertise with specific knowledge and experience in gender equality, anti-discrimination, inter-sectional approach, and rights of persons with disabilities.</p> <p><i>Time schedule:</i> 10 March – 31 May</p> <p><i>Maximum expert days allocated for this task:</i> 20</p> <p><b><i>Description of the activity:</i></b> An <i>analysis on intersectional gender approach</i> of the local Strategic documents, policies and action plans should be developed. The aim of exercise is to measure identity, multiplicity and intersectionality (in specific sectors such as (i) Justice and (ii) Education, Employment and Social Policy) following and upgrading the work of IPA sectorial working groups.</p> <p>The analysis is expected to define the baseline and identify the tools for measuring intersectional gender discrimination, gender gaps and enabling environment. This is a novelty in the area, but the project plan to build up from gender responsive budgeting as a tool as well as SDG gender indicators. It is important to prepare this study as a guiding point to all further project’s activities. It is expected that this study will contribute to an understanding of intersectionality that bridges the gap between theory and practice and further, help practitioners, policymakers, and advocates to mobilize efforts to address the 2030 Agenda and its goals. This should be done by embedding an intersectional mind-set as part of their policies, programs and services and to learn more about developing intersectional indicators via human rights-based approach. The study will explain so-called intersectional wheel, intersectional enablers (including accessibility and Universal Design, intersectional identities and transformative and rights-based enablers etc.) and will enable further project activities to build inclusive budgeting. Following gender responsive budgeting as a model and Human Rights Indicators and SDGs gender indicators as existing tools to start with, as well as the need of desegregated data collection in order to ensure intersectional lenses on local level, enforced with practical examples worldwide. The Study/analysis will be available in MK/ALB/EN language and it is expected to be up to 80 pages. The analysis will be produced as on-line version only, to reduce the carbon footprint.</p> <p><b><i>Geographical area to be covered by the research/analysis:</i></b></p> <p>Skopje region: Karposh</p>



	<p>Eastern region: Shtip, Pehcevo</p> <p>North-east region: Kriva Palanka, Lipkovo</p> <p>South-east region: Konche, Strumica</p> <p>Pelagonia: Bitola, Mogila, Novaci</p> <p>Vardar region: Gradsko, Rosoman, Kavadarci</p> <p>South-west region: Struga, Vevcani</p> <p>Polog region: Gostivar, Vrapciste</p>
<p><b>Qualifications of experts</b></p>	<p><b>Two (2) experts to provide support for <i>Developing an analysis on intersectional gender approach.</i></b></p> <p><b><i>Qualifications and skills:</i></b></p> <ul style="list-style-type: none"> <li>- Academic profile: University degree in social sciences, law or similar in related field or equivalent (i.e., 10 years of relevant professional experience following secondary education)</li> <li>- Master’s degree will be an asset;</li> <li>- Proven ability in managing processes and people;</li> <li>- Strong analytical skills and report writing abilities;</li> <li>- Good interpersonal skills, clear communication and ability to establish working relationships with state and local stakeholders, public administration and civil society sector;</li> <li>- Fluency in Macedonian and English, spoken and written;</li> <li>- Ability to work with minimum supervision.</li> </ul> <p><b><i>General professional experience:</i></b></p> <ul style="list-style-type: none"> <li>- Minimum ten (10) years of professional experience in working on equality and non-discrimination, including gender equality;</li> <li>- At least 10 years of working experience on assignments and experiences on research and reporting related to vulnerable/marginalized groups (for example: persons with disabilities, minorities, Roma etc) i.e., inter-sectional approach in gender inclusion and gender mainstreaming;</li> <li>- Minimum ten (10) years of experience in working with CSOs in the field of public policies and/or institutional and CSOs’ capacity building;</li> <li>- Minimum ten (10) years of experience in project management, managing team of experts and managing processes.</li> </ul> <p><b><i>Specific professional experience:</i></b></p> <ul style="list-style-type: none"> <li>- At least 10 years of working experience, out of which at least 5 years of professional experience in development of analysis (in addition to the years of relevant professional experience required to compensate for the absence of a university degree);</li> <li>- At least 3 years of experience in gender analysis;</li> <li>- Proven knowledge of the latest EU strategies concerning gender equality and CSOs role within the EU accession process will be an asset.</li> </ul>



	<p><b>Required documentation:</b></p> <ul style="list-style-type: none"><li>- CV and a short cover letter highlighting relevant experience and competences, maximum 1 page, Reference List of at least three professional references (merged in one PDF file);</li><li>- Samples of Previous Work: Examples of previous work related to gender equality, anti-discrimination, inter-sectional approach, and rights of persons with disabilities. This could include reports, policy briefs, or other relevant documents;</li><li>- Work Plan that outlines the timeline and milestones for completing the analysis within the given time-frame;</li><li>- Declaration of interest that confirms the candidate's availability, independence and absence of conflicts of interest;</li><li>- Financial offer in EUR (in a separate PDF or Excel file)</li></ul> <p><b>Payments will be made upon receipt and approval of the results:</b></p> <ul style="list-style-type: none"><li>- Deliverable 1. Developing an analysis on intersectional gender approach</li></ul>
<p><b>Deadline for submitting offers:</b></p>	<p>All offers must be submitted by <b>03.03.2023</b> to the following e-mail addresses: <a href="mailto:sozm@t.mk">sozm@t.mk</a>; <a href="mailto:teazografaska@gmail.com">teazografaska@gmail.com</a> with the subject line: <b>PUBLIC CALL FOR EXPERTS: Developing tools for Intersectional gender assessment.</b></p>

