



## Women managers in public sector - facilitating the transformation from a quantitative to a qualitative approach, Kosovo

---

### Terms of Reference (ToR)

Short Term Expert (STEs) – Legal Expert – Framework Analysis, Kosovo

<b>Title of assignment</b>	Compilation of an analysis of <b>Legal Framework in Kosovo</b> , specifically for the Law No. 05/L-020 on Gender Equality.
<b>Type of contract</b>	Service Contract
<b>Duration of the assignment</b>	15 days (maximum)

### 1. Background

INDEP is a think tank and an advocacy centre that provides independent research-based policy solutions. Established in 2011 as an association of policy analysts, researchers and civil society activists, INDEP looks at regional policies, aiming to guide countries of South-East Europe on their path to Euro-Atlantic integration. In Kosovo, where it is based, the institute has a special focus on strengthening democratic governance and plays the role of public policy watchdog. Despite a short time since its establishment, INDEP has acquired the status of one of the most influential civil society actors in policy-making process in Kosovo. INDEP's mission is to strengthen and guide sustainable socio-political and economic development based on the principles of democracy and democratic values.

INDEP is currently implementing the project "*Women managers in public sector – facilitating the transformation from a quantitative to a qualitative approach*", funded by the United States Agency for International Development (USAID) and managed by Advocacy and Training Resource Center (ATRC) in Kosovo.

The overall objective of the project is to contribute to the creation of an enabling environment for a higher participation/representation of women in public sector institutions through activities which instill gender balanced mindset in different groups of society. Whilst, the main objective of the legal framework analysis (to be prepared by the selected STE) is to offer concrete legal interventions/recommendations in order to ensure the proper implementation of the Law No. 05/L-020 on Gender Equality.

The selected STE will be supported by INDEP staff in his/her efforts to achieve the end goal and deliver a high quality research paper.

## **2. Objective of the assignment**

As the legal framework regarding gender equality impinges women participation in the society/community, lacks in context, but most importantly on implementation, the main objective of this assignment is to offer concrete legal interventions/recommendations in order to ensure the proper implementation of the Law No. 05/L-020 on Gender Equality. Furthermore, the analysis shall identify all legal provisions of other laws that need to be amended, so that they can ensure the proper implementation of the Law No. 05/L-020.

## **3. Tasks**

The STE under the leadership/guidance of, and in cooperation with, INDEP Project Team will participate in consulting, drafting, and writing the analysis presenting and addressing the current legislation in power, Law No. 05/L-020 on Gender Equality, and its anomalies on the implementation aspect. More specifically, the STE will:

- Develop the draft research paper in collaboration with the Project Team;
- Conduct thorough research and prepare high quality analysis on the Law No. 05/L-20, identifying and assessing legal barriers towards law implementation including concrete recommendations for necessary amendments;
- Provide other assistance directly related to the main scope of this assignment.

## **4. Timeframe and location of the assignment**

Timeframe of the assignment is April – May 2019. Location is Kosovo. The indicative start date of the assignment is 01 April 2019. The assignment will not exceed 15 days (excluding travel time).

## **5. Confidentiality and authorship**

INDEP will have exclusive ownership of all information generated as part of this assignment. The STE may pass the information on to other parties in specific instances, if INDEP agrees to this in advance in writing. The STE will treat as confidential all information provided by INDEP, project beneficiaries and/or other parties as part of this assignment.

## **6. Management of STE**

The STE will work under the supervision of the INDEP staff and will work closely with the project team.

## **7. Application Package**

Interested parties are invited to submit the following documents:

- ✓ Curriculum Vitae (CV),
- ✓ Expression of Interest,
- ✓ Indication of the Expert Daily Fee.

### Deadlines:

The deadline for submitting of application, which should contain all required information is **15 March 2019**.

Applications are to be submitted electronically to [office@indep.info](mailto:office@indep.info), with a subject line: 'Expression of Interest: Legal Expert for Law No. 05/L-020 on Gender Equality'.

Any queries regarding this ToR should be sent to email: [office@indep.info](mailto:office@indep.info)

Payment:

INDEP shall effect payments to the Contractor upon achievement of the objectives of this ToR.