

**Terms of Reference for  
Independent Expert of the  
Western Balkan Conference for Strengthening Women Role in  
promoting Peace, Cooperation and Networking**

<b>Job title:</b>	Independent Expert (speaker/panelist/workshop leader)
<b>Topics:</b>	<ol style="list-style-type: none"> <li>1. Gender concepts: understanding gender roles, their internalization and place in the social environment;</li> <li>2. Women as decision makers: historical and sociological aspects of women in decision making, exploring the role of women in society and politics;</li> <li>3. Barriers to women's visibility and participation: exploring the challenges and identifying strategies to break down barriers and participate effectively in social life;</li> <li>4. Women as holders of intercultural values: historical, sociological and psychological aspects of intercultural and regional cooperation, the role of women in establishing and carrying intercultural values;</li> <li>5. Women and Education - How is education empowering women (formal and non-formal education).</li> </ol>
<b>Contracting institution:</b>	NGO Center for Support of Local and Regional Development
<b>Location:</b>	Herceg Novi, Montenegro
<b>Language:</b>	English, Montenegrin-Serbian-Bosnian-Albanian
<b>Time:</b>	May 2021
<b>Application deadline:</b>	March 15 <sup>th</sup> , 2021

**Overview**

The Center for Support of Local and Regional Development from Herceg Novi, Montenegro has initiated a cooperation with partner organizations from Serbia: Center for biopolitical education, BIOPOLIS and Association LIGHT, along with partner from Bosnia and Herzegovina: Center for psychological support SENSUS, Bosnia and Herzegovina in order to **contribute to strengthening of women role in promoting peace, reconciliation and cooperation in Western Balkan region through increased women activism and capacity building**, with the support of **Western Balkan Fund**. Women's groups played a major role in working for peace and reconciliation at local and national levels. Individual women used their high status in the family to negotiate peace in their communities and managed to use their influence to maintain constructive dialogue, peace and boost cooperation.

Evidence indicates that women participants in peace and development processes are usually focused less on the spoils of the war and more on reconciliation, economic development, education and transitional justice – all critical elements of a sustained peace and development. The inclusion of women can and must take many shape, especially in the effort to address rising

global conflict that since the end of the Cold War has occurred within states, with armed insurgencies or civil wars tearing countries apart. The end to these conflicts cannot be forged through only a top down peace process. Instead, it requires a more inclusive process—one that includes women playing more pivotal roles in building a peace from the bottom up as well as from the top down, engaging multiple stakeholders. We still have a long way to go in fully unleashing the potential and power of women in building and sustaining peace and development.

### Three day Regional Women Conference

Key project activity is organisation of **Regional Women Conference** in Herceg Novi in May 2021. This Conference has two estimated results:

1. **Women activism in WB region strengthened** and
2. **Promotion of women’s participation in reconciliation process in WB region increased.**

Desired impact is to increase the feeling of belonging among women from Western Balkans – dealing with the same problems, obstacles, challenges and issues each from it own context, no matter from where they originate. This conference will bring women who are mothers, teachers, university professors, journalist, politicians, psychologists or activist and will give them an opportunity to share their views in five different workshops within the three days long Regional Conference. This conference will be a great opportunity for them to meet, to talk, to communicate and create new tools for cooperation in order to empower and strengthen the cooperation among them toward reconciliation and cooperation.

### Topics of Discussion at the Regional Women Conference

The Conference will be interactive combined with panelists, group work and 5 workshops, each workshop will be led by an expert in following topics:

1. Gender concepts: understanding gender roles, their internalization and place in the social environment;
2. Women as decision makers: historical and sociological aspects of women in decision making, exploring the role of women in society and politics;
3. Barriers to women's visibility and participation: exploring the challenges and identifying strategies to break down barriers and participate effectively in social life;
4. Women as holders of intercultural values: historical, sociological and psychological aspects of intercultural and regional cooperation, the role of women in establishing and carrying intercultural values;
5. Women and Education - How is education empowering women (formal, **non-formal** and informal education).

Expert may suggest any other relevant topic as long as in accordance with the goals of the Conference.

Key	1. Provide situational analysis and perspectives for the future of
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requirements:	<p>women in WB;</p> <ol style="list-style-type: none"> <li>2. Provide best practices and experiences on women inclusion;</li> <li>3. Develop a theoretical framework on the selected topic;</li> <li>4. Inspire the discussion <b>discussion</b>;</li> <li>5. Offer the audience a fresh overview on the subject.</li> </ol> <p>Preferred are the interdisciplinary approaches as well as ones that present or provide new and unpublished works;</p>
Tasks:	<ul style="list-style-type: none"> <li>• Prepare a tailor-made lecture/workshop and presentation materials to be delivered at the lecture/workshop;</li> <li>• Deliver a speech and actively be part of the workshop</li> <li>• Develop a structured report on the Lecture/Workshop outcomes</li> </ul>
Deliverables:	<ul style="list-style-type: none"> <li>• Reliable reference materials for participants (eg. reader, list of materials);</li> <li>• Clear abstract paper with methodology;</li> <li>• audio/visual 20 min presentation and/or 10 pages text document</li> <li>• Detailed report on conclusions (3 min video and/or 2 pages doc)</li> <li>• Short resume of the applicant</li> </ul>

#### Qualification and Experience

- Be an expert coming from the WB region;
- Have extensive knowledge and experience on Human Rights, mostly on gender equality;
- Have extensive knowledge on regional trends that affects women wellbeing;
- Have qualified educational background;
- Have strong facilitation and communication skills;

#### Location of the duty

<b>Place:</b>	Herceg Novi, Montenegro
<b>Working language:</b>	Montenegrin-Serbian-Bosnian-Albanian
<b>Working days:</b>	4 days (3 home based + 1 in Herceg Novi)
<b>Optimal period to perform mission:</b>	May 2021 (depending on COVID 19 pandemic measures)

#### Terms and Conditions

Upon notification of the contract, the expert will review the terms of its work and report all points requiring additional information or clarification.

#### 6. Estimation of cost

Authors whose papers are accepted for presentation will be provided with a fee of 250,00 euros gross amount, roundtrip economy ticket and accommodation to make their presentation at the conference.