

## **TOR (Terms of Reference) for UNIGEM Project Monitoring**

(10 persons needed:

5 persons for BiH, 3 persons for Croatia, 1 person for Montenegro and 1 person for Serbia)

### **Introduction:**

Transcultural Psychosocial Educational (TPO) Foundation advocates for gender equality, dialogue and peace through partnership of civil society, academic institutions and government. It stands for freedom of consciousness and thought, regardless of identity or affiliation. Bridging the gap between academic and activist, governmental and non-governmental and religious and non-religious worldviews, TPO is a leading organization in inclusive approaches to education for peace, gender equality and leadership.

In the period from July 2021 till the end of March 2025, TPO Foundation implements the project named *University and Gender Mainstreaming* (UNIGEM). It gathers 19 partner institutions: 8 public and 4 private universities from Bosnia and Herzegovina and 7 universities from the region.

### **UNIGEM:**

Its main goal is to **strengthen capacities of state and private universities in Bosnia and Herzegovina, Croatia, Montenegro and Serbia and state education institutions to combat gender-based violence (GBV) and sexual harassment (SH).**

### **The key project outcomes are:**

**Outcome 1:** Established gender mainstreaming policy and mechanisms

**Outcome 2:** Strengthened academic exchange of BiH, region and international experts

**Outcome 3:** Empowered and sensitised university structures for GBVSH

**Outcome 4:** GMS impact analysis

### **UNIGEM Project Monitoring Staff:**

**After four years of project implementation, TPO Foundation is looking for 10 persons to do monitoring of the undertaken project activities. Five persons are needed for universities in BiH, three for Croatian partner universities and one person per Serbia and Montenegro, i.e. for UNIGEM partner universities in these two countries.**

### **Distribution of persons per partner institutions will be as follows:**

Country	Total number of persons	Distribution of persons	Distribution per university	Provisional number of days
Bosnia and Herzegovina	5	1	UNSA, IBU, SSST and UES	25
		1	UNMO, SUM and SVEHER	18
		1	UNZE and IUT	12

		1	UNBL and UNBI	12
		1	UNTZ	6
Croatia	3	1	UNIRI	6
		1	UNIOS	6
		1	UNZG	6
Montenegro	1	1	UCG and UDG	12
Serbia	1	1	IFDT UNBG and UNS	12

**This monitoring should provide data through:**

- In depth interviews with institutional coordinators and at least two persons (who were involved in the UNIGEM activities on behalf of the respective university) to gather primary data using a structured methodology
- Survey of previous project activities done from 2021 till 2025, including previous reports and external evaluations
- Attendance to the recent activities (February – March 2025) online or at the partner institution

**Duration:**

This monitoring process is expected to start on 15 February 2025 and end on 15 March 2025.

**Expected Deliverables:**

1. The Report to be submitted on 15 March 2025.
2. The Report to be produced in B/C/M/S and English.

**The person for this role shall have the following expertise and qualification:**

- At least master's degree in social science and humanities
- At least 3 years of experience in working with non-governmental organizations
- Excellent written and verbal communication skills (in B/C/M/S and English)

**Documents needed to apply:**

- CV (with relevant experience highlighted)
- Financial offer: gross sum per day in BAM

If interested, please send your CV and financial offer before 12 February 2025 to [koordinator6@tpofond.org](mailto:koordinator6@tpofond.org)