

## **TERMS OF REFERENCE**

National Conference

Reference number: Grant BTD-FY2022-1553

Towards gender equality in Serbia

(Implemented by Ana and Vlade Divac Foundation)

The project “**Towards gender equality in Serbia**” is implemented by the Ana and Vlade Divac Foundation and funded by Balkan Trust for Democracy, a project of the German Marshall Fund of the United States and the Royal Norwegian Embassy in Belgrade.

**As a part of the project, Ana and Vlade Divac Foundation announcing the public call for Agency in charge of organizing National conference.**

Proposed project represents an effort of the Ana and Vlade Divac Foundation to contribute to the reform process in Serbia and add to the efforts towards the EU negotiation, focused on Chapter 23 and fundamental rights of citizens. Project is focused on gender equality as a large field of discrimination in Serbia, with the aim to contribute to the empowerment of women in Serbia, particularly as regards employment and occupation, which is constantly recorded as one of the main fields of gender discrimination.

Gender equality – the extent to which women and men face the same opportunities within families, workplace and society at large – is an important dimension of country development, since it reflects the level of respect of fundamental human rights and possibly points to sources of multiple discrimination. An EC-supported study -Gender Analysis for Serbia concluded that in spite of some progress in harmonizing legislation with the international and EU standards, and of increased efforts to mainstream gender in all sectors, “gender inequalities still persist”.

The EU's founding values include the respect for human rights in law and in practice. The 2020 EU report on Serbia's progress, in relation to the Chapter 23, says that in the field of non-discrimination, there are many weaknesses in both legal environment and in practice. As stated, the adoption of amendments to the law on anti-discrimination is seriously delayed, while the anti-discrimination strategy has not yet been renewed, although it has expired three years ago. The 2019 United Nations Committee on the Elimination of Discrimination against Women CEDAW report invited Serbia to take further steps in adopting the announced Law on gender equality, to take measures to strengthen the direct implementation of the UN Convention and the knowledge of the judiciary in this regard. In addition, both CEDAW report and the EU Report on Serbia for 2020 raised concerns over the division of responsibility between the various ministries, and the government body for gender equality that are overlapping in many fields related to gender equality. Furthermore, an efficient institutional set-up with adequate resources needs to be ensured, both in people and in means. At the local level, and based on the experience from the previous projects, the main policy issues rise from the lack of gender sensitive data, especially those related to the employment. Consequently, local action plans for gender and for the

employment and measures designed on these data are based on national policies, not on the needs and constraints of the local groups of women. These are particularly visible when it comes to the most vulnerable groups such as Roma women, rural and women with disabilities, single mothers, and other. Additional effort must be invested in supporting the local authorities in collecting gender sensitive data, designing the local gender action plans and related indicators. This project is step forward in that direction.

The Aim is to build a new generation of woman human rights defenders to recognize and fight in the defense of women's rights or on gender issues as regards employment and occupation. Academy will offer young activists the opportunity to learn from the top experts and gain practical experience on gender issues and human rights focused on labor rights and work-related discrimination. Particular attention will be paid to the young applicants and women to increase their capacities to participate in the political and social development and EU future of the country.

**The purpose of this contract is as follows:**

National conference as the final activity in this project that will summarize the project activities and results.

**Specification of work:**

- facility hire for 1 day in Belgrade
- technical event management,
- organization, direction and control of the implementation process,
- creating technical rules of conduct for the conference, and instructions for moderators, speakers, panelists and participants, which will be followed during the conference to make everything work smoothly,
- contracting of a moderator for the conference in line with the previous agreed concept
- providing technically correct and undisturbed presentation of presentations, videos, etc.
- travel costs for 20 participants
- accommodation for 20 participants for 1 night
- Accommodation/meals for participants outside of Belgrade (app. 20 people)
- Refreshment/light food - 80 participants
- Contracting of a photograph

**Result:**

Fully organized conference.

Start date & period of implementation of tasks:

The intended start date is **01.06.2022.** and the period of implementation of the contract will be from this date **01.06.2022.** until **20.06.2022.**

It is expected that the contractor will complete the following deliverables starting from:

<b>Deliverables</b>	<b>Deadline</b>
1. National conference for 80 participants	20.06.2022.

#### **Reports:**

<b>Name of report</b>	<b>Content</b>	<b>Time of submission</b>
National conference for 80 participants	Photos, participants list, report on costs	20.06.2022.

#### **General professional experience of the agency**

1. Previous experience in organization and recording of events
2. Letter of Interest containing the following information:
  - Financial offer – lump sum

Qualified and interested agencies are asked to submit their applications in person or via mail to the following address:

**Fondacija "Ana i Vlade Divac", Ilije Garašanina 53a/7, 11000 Beograd**

**NOTE: Tender \_ TGES\_BTD-VI-22**

- Financial offer – lump sum

The applicant must include a financial offer together with all other requested documents, taking into consideration the objectives of the assignment, the tasks to be performed and deliverables requested. Please note that the financial offer must include all costs (including travel costs, communication costs and other costs that may occur during the task).

Deadline for submitting the application is **04.05.2022.**

The contract will be awarded to the tender offering best price in accordance with the principles of transparency and fair competition and taking care to avoid any conflict of interest. Contractor is bound by a Declaration of Impartiality and Confidentiality to be signed before starting each phase of the assessment. If an assessor believes there might be a situation of conflict of interests, he/she must inform the Ana and Vlade Divac Foundation immediately. In addition, strict confidentiality is required from the experts involved in the implementation of this Contract, notably on the assessments of the project.