

**TERMS OF REFERENCES**  
**for**  
**External Expert for Conducting Thematic Research on Gender and EU Integration –**  
**Kosovo's Growth Plan**

Position 1:	Expert on Conducting Thematic Research
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## **1. INFORMATION ABOUT THE ORGANIZATION**

The mission of the Kosovar Gender Studies Center (KGSC) is to integrate gender-sensitive analysis, programs, and policies in all sectors of Kosovar society by increasing gender awareness and a focus on gender issues, developing gender studies, and ensuring the inclusion of gender-sensitive policies through research, policy development, advocacy, and lobbying.

Kosovar Gender Studies Center is the leading gender-focused organization in Kosovo and the region. For almost two decades, KGSC has contributed to gender mainstreaming and the advancement of gender equality in all spheres of life. The organization operates in strict compliance with its vision, mission, and objectives, as defined in its Strategic Plan.

KGSC's strategic priorities are:

1. To draft and ensure the inclusion of gender-sensitive policies in all sectors of life;
2. To increase awareness, knowledge, and understanding of gender issues in Kosovo;
3. To further develop gender studies in Kosovo.

## **2. INFORMATION ABOUT THE PROJECT**

This Terms of Reference is prepared within the framework of the project "EU Accession for whom? Women's rights and participation in the Western Balkans (2021–2026)", managed by Kvinna till Kvinna and financed by SIDA.

The project addresses critical challenges related to women's rights and gender equality within EU accession processes and documentation. It aims to contribute to increased political participation of women and strengthened protection of women's rights through the promotion of gender equality.

Within this framework, KGSC focuses on the following objectives:

1. Increase gender sensitivity and gender perspective in EU Accession documents;
2. Enhance capacities and increase engagement of women's organizations in the EU Accession process;
3. Increase societal awareness regarding women's rights and equal participation in EU integration processes.

### **3. OBJECTIVE OF THE ASSIGNMENT**

The objective of this assignment is to conduct a short but comprehensive thematic research on Kosovo's Growth Plan from a gender perspective, analyzing both developments to date and future policy projections in the context of Kosovo's EU integration agenda.

The research will critically assess how gender equality considerations have been addressed so far and how they can and should be systematically integrated into forthcoming reforms and policies linked to Kosovo's political, economic, and EU integration processes. The research aims to make the gendered implications of these developments visible, ensuring that emerging opportunities do not reinforce existing inequalities but instead contribute to substantive gender equality.

### **4. SCOPE OF WORK AND METHODOLOGY**

The expert will be responsible for:

- Analyzing Kosovo's Growth Plan and related EU integration documents from a gender equality and human rights perspective;
- Assessing the gendered impact of economic growth policies, labor market reforms, social protection measures, and governance reforms;
- Identifying risks, gaps, and opportunities related to women's economic empowerment, care economy, access to resources, and decision-making;
- Identifying institutional responsibilities and accountability mechanisms for gender mainstreaming within Growth Plan implementation;
- Developing clear recommendations for national institutions, EU actors, and civil society.

### **5. DELIVERABLES**

The expert is expected to deliver:

1. Methodology and research questions;
2. Final Thematic Research Report (approximately 15 - 20 pages, including annexes).

The final report should be delivered to KGSC in English language. The research report will be published in three languages: Albanian, English, and Serbian.

### **6. DURATION OF THE ASSIGNMENT**

The research is expected to be completed within approximately 10–15 working days over the course of January-February.

- Estimated start date: January 30
- Estimated completion date: February 27

Exact timelines will be agreed with the selected expert.

## 6. QUALIFICATIONS OF THE CANDIDATE

- Master's degree (or equivalent) in social sciences, law, gender studies, political science, development studies, or related fields;
- At least six (6) years of relevant professional experience in research, policy analysis, strategic planning, or evaluation;
- Proven experience in qualitative research and/or strategy development;
- Familiarity with gender equality, women's rights, and human rights frameworks;
- Strong knowledge of Kosovo's legal, political, and social context;
- Familiarity with EU accession processes is a strong asset;
- Fluency in Albanian and English, both written and spoken;
- High ethical standards and ability to handle sensitive information;
- The candidate must be based in Kosovo throughout the assignment.

The selected expert(s) must carry out the assignment in accordance with KGSC's PSEAH Policy and Code of Conduct.

## 7. APPLICATION PROCEDURE

Interested candidates are invited to submit the following documents:

- Curriculum Vitae (CV);
- Motivation Letter for the given specific task;
- Financial Offer (Indicating the total fee in EUR for the assignment (based on the proposed number of working days and research pages).

Applications should be submitted via email to [qksgj\\_kgsc@yahoo.com](mailto:qksgj_kgsc@yahoo.com) with the subject line "Thematic Research Expert" no later than January 25, 2025.