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Terms of Reference

Contract No: 81234490

Project: **Enhancing Employment of Women Survivors of Gender-Based & Sexual Violence and Returnees**

Project No: 16.2224.0-006.00

1.1. Background

Supported by the federally owned Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH supporting the German Government in achieving its development - policy objectives, Medica Gjakova as an implementing organization is in charge of implementing the YES Project respectively “*Enhancing Employment of Women Survivors of Gender-Based & Sexual Violence and Returnees*” which is also the overall goal of the project, to improve livelihood opportunities by enhancing employment opportunities for women survivors (including female family members) of SGBV and returnees in Western part of Kosovo (Dukagjini region).

1.2. Purpose of Assignment

During the war, sexual violence was used as a weapon. After the war in Kosovo, it is estimated that there are 20,000 women survivors of sexual violence. It is estimated that the highest number of women who suffered sexual violence during the war, is in Dukagjini area and Drenica, central Kosovo. After the war, local and international NGOs were working to provide direct support to women survivors. NGOs were working intensively in identifying women in rural and urban areas who experienced SGBV, providing psychological support, gynecological and medical counseling, providing legal advising, and creating self-help groups aiming to encourage women to report violence and help their wellbeing and integration into society.

There are cases when women were isolated in total or hindered the right to see their children. There is evidence that once women were empowered socially and economically their family members have accepted them more openly and they were seen as an equal member of the family.

On the other hand, the demand for trained workforce is high. The textile industry is well developed but as it is stated by representatives of this industry, the current trained workforce is not efficient and very productive in mass production.

The overall goal of the project is to improve livelihood opportunities by enhancing employment opportunities for women survivors (including female family members) of SGBV and returnees in Western part of Kosovo (Dukagjini region).

The objective is to create opportunities and employment possibilities in the fields of industrial tailoring, culinary/catering and hairdressing for women survivors of SGBV. These activities will be accompanied by psychosocial counseling.

1.3. Activity

The service provider (trainer) will work in close cooperation with the Agency for Employment of Republic of Kosovo Department for Vocational Training Centre (VTC) to train women in hairdressing. Hence, the service provider (trainer) will ensure that women, beneficiaries are learning different techniques in hairdressing, hair coloring, etc. The service provider (trainer) will work closely with the implementing partner Medica Gjakova to conduct the following activities:

Activity 1: Hairdressing training (haircutting, hair coloring, etc.);

Activity 2: Coaching and monitoring women through training;

Activity 3: Training Evaluation;

Activity 4: Progressive and Final report;

1.4. Deliverables through the project;

- Progressive report;
- Final report within 15 days of completion of the assignment, including lessons learned recommendations and participation/time frame;

1.5. Schedule

The assignment should be fulfilled during 12 months from the beginning of the project respectively the period from 03/06/2019 to 29/11/2019 to 15/04/2020, concretely 60 working days during this period. During this period the service provider (trainer) shall deliver the tasks as outlined above.

1.6. Language

The progressive and final report should be written in Albanian, preferable in English.

2. Place(s) of Assignment

Gjakova, Republic of Kosovo.

3. Reporting

- Submit progress and final report as agreed.
- Submit photos during the trainings and other events.
- Submit lists of participants during the trainings and other events, handed by MGJ
- The reporting and all assessment documents should be conducted in languages mentioned above. Comments and suggestions from the MGJ project team should be taken into consideration throughout the assignment.

4. Procurement of Equipment and Materials

The service provider will help the Medica Gjakova project team procure the required and needed material for the proceeding of trainings and events.

5. Other provisions

The lump sum of up to 1500 EUR is the gross amount. The payment will be made in 3 installments.