

TERMS OF REFERENCE (TOR)

FOR THE RECRUITMENT OF 5 RESEARCHERS TO DEVELOP A YOUTH-LED REGIONAL RESEARCH ON THE LINKAGES BETWEEN YOUTH DEVELOPMENT, GENDER EQUALITY, AND SOCIAL COHESION CHALLENGES IN ALBANIA, BOSNIA AND HERZEGOVINA, KOSOVO¹, NORTH MACEDONIA, AND SERBIA

GENERAL INFORMATION

Office Project/Program Title: “Provision of services to develop a youth-led regional research on the linkages between youth development, gender equality, and social cohesion challenges in Albania, Bosnia and Herzegovina, Kosovo², North Macedonia, and Serbia”.

Implementing Partner: Lattanzio KIBS supported by BST

Services/Work Description: Recruitment of Researchers

Title: Researcher

Quantity: Five (5)

Type of Contract: Individual Contract

Duty Station: Home-based (required to work in CET time zone), with the possibility of travelling. The researchers should be residents of the following countries: Albania, Bosnia and Herzegovina, Kosovo³, North Macedonia, and Serbia

Duration: Expected ten months, until October 2023 (this may be subject to changes depending on the development of the activities within the course of the project).

Expected Start Date: Immediately after Signing the Contract

I. BACKGROUND/ PROJECT DESCRIPTION

The project “Provision of services to develop a youth-led regional research on the linkages between youth development, gender equality, and social cohesion challenges in Albania, Bosnia and Herzegovina, Kosovo, North Macedonia, and Serbia” implemented by Lattanzio KIBS is a part of the larger action “Strengthening the role of youth in promoting increased mutual understanding, constructive narrative, respect for diversity, and trust in Albania, Bosnia and Herzegovina, Kosovo⁴, North Macedonia, and Serbia” co-implemented by UN Women. The project is funded by the Peacebuilding Fund of the United Nations (PBF) and is co-implemented with UNDP (lead agency), UNFPA and UNESCO. UNDP and UNFPA will be implementing activities in each of the territories targeted by the project. UN Women and UNESCO will be implementing regional activities only. The project’s objective is to support young men and women in the region⁵ to promote constructive and fact-based narratives and contribute to building trust, intercultural dialogue, cultural diversity, gender equality and social cohesion in the region.

The social cohesion challenges in the territories covered by the Project have important gender equality dimensions. Traditional gender norms prevail to a large extent in the region. The “negative legacies of the past”

¹ References to Kosovo should be understood to be in the context of UN Security Council Resolution 1244 (1999)

² *Idem*

³ *Idem*

⁴ *Idem*

⁵ Please note that by “region”, these Terms of Reference refer to the countries and territories covered by the project.

are notably the result of toxic and militarized masculinities in the territories covered by the Project; as well as the absence of women from public life, and peace negotiations in particular. Those legacies impact the level of violence, with violence against women considered to be the most widespread form of violence throughout the region. The polarizing identity speeches and views of the “other” have a major gender dimension as well. Hate speech builds on misogyny and homophobic discourses, notably in social media. Divisive and polarizing voices have notably leveraged the so-called “gender ideology” and given rise to more rigid gender stereotypes that young men and women are expected to fulfil. Toxic masculinities, misogyny and homophobic, harmful discourses, as well as violence against women and girls, undermine the prospect of both young women and men contributing meaningfully to public life and social cohesion in the region: they encourage values at odds with competencies required for achieving social cohesion (active listening, negotiation and mediation); and legitimate the use of violence against women, notably young women.

On the other hand, promoting gender equality can be a critical tool for social cohesion. In the UN’s September 2021 youth consultation that polled 450 young people, an overwhelming 96 per cent of respondents indicated that gender equality and rights and opportunities for both women and men are important for good relations between and within communities, institutions and youth. Besides, young women and men have been very active in community- and faith-based organizations across the region, building constituencies that can connect and empower marginalized and disenfranchised youth; as well as address gender norms.

For that reason, the project has specific and mainstreamed activities that advance gender equality and address gender norms to respond to divisive narratives and strengthen social cohesion, following activities aimed at supporting the development of non-formal education programmes and social actors to promote constructive inter-group narratives and discussing the impact of gender equality on social cohesion in the public domain, in collaboration with youth, women, teachers, cultural actors, regional public actors, and minorities NGOs, and in partnership with academic institutions and in consultation with public institutions.

II. PURPOSE OF THE SERVICE

The identified researchers will support the implementation of the following activities:

Develop regional youth-led research on the linkages between gender equality, social cohesion challenges and sustainable development in the region. The research will engage students, young activists, youth organizations and young researchers, media and institutions across the region to articulate issues of toxic masculinities, gender equality, violence and misogyny with social cohesion challenges, building on the youth platforms and movements that have recently and publicly raised sexism and gender-based violence as key issues of concern.

The research will be developed following a mixed methods approach including the analysis of bibliographical resources identified through a previously conducted literature review, the results of which will be shared with the researchers; the development of key research issues identified around four thematic areas (Negative legacies of the past; “Nationalistic narratives”; Gender equality for social cohesion; Covid-19 pandemic); an online survey; a series of regional and national consultations; a peer review group discussion.

The regional and national consultations are divided as follows:

- One online regional kick-off consultation;
- At least five consultations in person in each of the territories covered by the Project;
- At least one final online regional consultation to present the draft research;
- At least one in-person regional conference to present research findings, to be carried out in person in one of the territories covered by the project.

III. SCOPE OF THE WORK

The incumbent will work under the direct supervision of the Lead researcher and of the Support Researcher, and in close collaboration with the other researchers and members of the team. Within delegated authority, the researcher will be responsible for the following duties:

- Work on a primordial structure of the regional research paper on the basis of the bibliographical references identified through a literature review (previously conducted);
- Support the Lead Researcher in moderating the online kick-off meeting, which will inform the researchers on the perspectives to account for in their investigation process;
- Co-facilitate the relevant in-person national consultation;
- Draft summaries of the discussions reporting the key issues addressed in the relevant consultations;
- Incorporate the feedback received by the Lead Researcher, the Support Researcher, the consultations participants and the peer-reviewers in the research paper draft;
- Assist the Lead Researcher and the Support Researcher in the preparation of the online survey (questionnaires review and data analysis);
- Draft the regional research paper based on the literature review, the consultations and the results of the online survey, providing an overview of regional findings and trends on the linkages between divisive narratives, gender equality and social cohesion from a youth perspective;
- Develop a specific Annex for the territory covered to provide detailed findings and national trends as well as recommendations for further research and programming;
- Present the research findings and actively engage in the related discussion at the in-person final regional consultation;
- Engage other young researchers and youth groups/networks across the territories covered by the Project as requested;
- Conduct other research-related tasks as needed.

III. EXPECTED OUTPUTS AND DELIVERABLES

- Questionnaire for the survey (support);
- Report on the findings of the relevant consultations;
- Regional research Paper;
- Annex to the regional research paper for the territory covered;
- Other pertinent outputs as defined throughout the development of the activities.

IV. INSTITUTIONAL ARRANGEMENT / REPORTING RELATIONSHIPS

UN Women will be implementing activities at the regional level in coordination with its field offices. The implementation of the project activities is supported by Lattanzio KIBS and BST Impact.

The researchers will be recruited and contracted by Lattanzio KIBS.

V. LOGISTICS AND ADMINISTRATIVE SUPPORT (IF ANY)

- The assignment is home-based and does not require an in-office presence;
- The contractor Lattanzio KIBS will be in charge of providing both administrative and logistics support when needed.

VI. TIME FRAME

Expected Duration of Assignment: the project is expected to have a duration of 10 months, starting from January 2023. A flexible ending date according to the development and completion of activities of the project might be envisaged and discussed timely with the incumbent.

N° of days anticipated: 25 (estimated)

VII. QUALIFICATIONS/EXPERIENCE/SKILLS

Education:

- Master’s degree (or above) in youth studies, gender equality, social studies and other related fields.

Experience:

- 3-5 years of experience in research projects with mixed methods approach, including in-depth interviews, focus groups and online surveys;
- Previous research experience in gender equality (at least 3 years), with proven research skills (providing hyperlinks of published work);
- Previous research experience in the region covered by the Project o Proficiency in at least one language spoken in the region, with due consideration to covering the diversity of languages within the team;
- Proficiency in English.

Skills:

- Capacity to analyse an important quantity of information and to extract key issues relevant to the assignment;
- Ability to work independently with a high degree of responsibility, in a flexible manner and often under pressure;
- Ability to guide and conduct interviews;
- Excellent communication and writing skills;
- Being a native speaker of the language of one of the territories that are part of the project is essential. Knowledge of another language of the Region is an added value.

These elements will be assessed according to the following criteria:

REQUIREMENTS	POINTS
Master’s degree (or above) in youth studies, gender equality, social studies, and other related fields	10
3-5 years of experience in research Projects with mixed methods approach (this may include e.g. in-depth interviews, focus groups and online surveys)	20
Previous research experience in gender equality (at least 3 years), with proven research skills (providing hyperlinks to published work)	20
Previous research experience in the region covered by the Project	15
Proficiency in at least one language spoken in the region, with due consideration to covering the diversity of languages within the team	20
Proficiency in English	15

Due consideration will be given to gender balance and geographical representation in the composition of the team.

APPLICATIONS SHOULD INCLUDE:

- **Curriculum Vitae (CV), indicating the following information:**
 - Educational Background (incl. dates);
 - Professional Experience (assignments, tasks, achievements, duration by years/ months);
 - Other relevant experience and expertise (e.g. Internships/ voluntary work, in the field of gender equality, inter-cultural and inter-religious dialogue, social cohesion, youth activism, peace and reconciliation, transitional justice etc.);
 - Ability to travel to designated locations in the region.

- **Cover Letter**

All applications should be submitted to:

apply@lattanziokibs.com

Deadline for applications: January 30, 2023

Lattanzio KIBS does not charge a fee at any stage of the recruitment process. If you have any questions concerning persons or companies claiming to be recruiting on behalf of these offices and requesting the payment of a fee, please contact:

Paolo Corazza corazza@lattanziokibs.com