

Pancevo, 31th March, 2026

Terms of Reference

Project: Strengthening Legal and Institutional Responses to Technology- Facilitated Violence Against Women (TF VAW) in the Western Balkans

Implemented by: The National Network to End Violence Against Women and Domestic Violence – Voice Against Violence, North Macedonia as the lead organization and [FemPlatz](#), Serbia, Foundation United Women, Bosnia and Herzegovina and the Albanian Women Empowerment Network, Albania as the partner organizations

About the project

Violence against women is a global phenomenon, which affects women and girls in all states and cultures regardless of social institutions, religion, norms, values, and attitudes. Technology-facilitated violence against women (TF VAW) is increasingly recognized as a serious and pervasive form of gender- based violence in the Western Balkans. UN Women’s 2023 regional study revealed that more than 50% of women active online have experienced digital abuse, including 39.7% who received repeated unwanted messages and 21.5% subjected to non- consensual sharing of intimate images

Project address the dual challenge of strengthening legal frameworks and enhancing institutional capacities for effective case handling, ensuring that women and girls across the Western Balkans have access to justice and protection both online and offline. This will be done by: 1) producing six country-level legal analyses and one consolidated regional summary report produced, identifying gaps and recommending amendments/new provisions to address TF VAW; 2) standardized, survivor-centred protocols for case management of TF VAW adoption by service providers and 3) Raising public awareness about TF VAW, its harms, and available protections.

Goals will be met by implementing activities in 6 Western Balkan countries - North Macedonia, Serbia, Montenegro, Bosnia and Herzegovina, Albania and Kosovo, that will deliver following:

- 6 country Comparative Legal Analysis of TF VAW Frameworks,
- 6 policy briefs for advocacy with relevant institutions,
- 5 local advocacy events organized to cover 6 IPA countries, with at least 30 participants each, representatives of relevant institutions (government, policymakers, law enforcement officials, the judiciary, the health sector, and civil society organizations),
- Institutions formally engaged in legal reform through documented commitments (letters/MOUs),

- Operational protocols for online and offline services addressing TF VAW for 6 IPA countries in national languages,
- At least 12 one-day workshops across 6 countries;
- 1 regional peer-learning online session connecting participants from all 6 countries;
- Campaign materials and outreach activities reaching at least 2 million people.

Description of the service

Objectives of the assignment is to provide expertise in implementation of activities in Montenegro and under overall supervision of the FemPlatz legal expert and project coordinator, to conduct the following:

- Comparative Legal Analysis of TF VAW Framework in Montenegro based on the Methodology provided by FemPlatz in Montenegrin and English language,
- Prepare policy brief for advocacy with relevant institutions,
- Organize (in cooperation with FemPlatz) and conduct one local advocacy event with representatives of relevant institutions (government, policymakers, law enforcement officials, the judiciary, the health sector, and civil society organizations)
- Draft at least one operational protocol for online and offline services addressing TF VAW in national languages,
- Organize (in cooperation with FemPlatz) and conduct two one-day workshops for professionals from relevant institutions such as government, law enforcement, centers for social work, judiciary, and CSOs for knowledge exchange, presentation and validation of draft case management protocols, and fostering mutual cooperation,
- Participate in organizing and implementing regional peer-learning online session connecting participants from all 6 countries,
- Participate in preparing campaign materials and outreach activities.

Service should be delivered from April to December 2026. Total number of working days is 24.

Requirements

Qualifications:

- University degree in law, political science, or gender studies, and other related studies;
- Previous professional experience and expertise of at least five years in legal analysis and policy drafting;
- Previous professional experience and expertise of at least five years in the creation and management of trainings, workshops, or other capacity building formats in the field of prevention and combating of gender based violence against women and girls and/or gender equality;

- Previous experience in working with institutions and civil society organizations, through direct engagement or capacity building;
- Experience in working with the government institutions and non-governmental organization;
- Fluency in English and Montenegrin (written and oral).

Submission of documentation

Tender documentation consists of:

- letter of interest, which contains confirmation of the availability of engagement.
- curriculum vitae (CV) on a maximum of three pages, confirming the necessary qualifications.

The letter of interest and documents should be sent to email address femplatz@gmail.com by 7th April, 2026.

The Selection Process

FemPlatz will send the call directly to email addresses from the database of experts and publish it on the website.

After the selection process, FemPlatz will choose the best offer in accordance with its procurement procedure and sign a contract applicable to the legal status of applicant.

FemPlatz reserves the right not to accept any offer received, if it does not meet the criteria. Also, FemPlatz reserves the right to extend the deadline for submitting applications, specifying new deadlines with a description of the engagement.

FemPlatz provides equal opportunities to all and encourages all candidates with the necessary qualifications for this position to apply.