

CONSULTANT SERVICES PROCUREMENT NOTICE

Date: 26 April 2017

Country: Republic of Moldova

Description of the assignment: National consultant to design and deliver capacity building on gender equality and effective leadership

Project name: Women in Politics Programme

Period of assignment/services: Up to 15 working days in the period of June- November, 2017

Technical proposal and **financial proposal** should be submitted **on-line** no later than 15 May, 2017, 23:58.

Requests for clarification only must be sent by standard electronic communication to the following e-mail: elena.ratoi@unwomen.org.

Please notice that this address is for information requests only, please do not send or copy your application package to this address.

UN Women staff will respond in writing or by standard electronic mail and will send written copies of the response, including an explanation of the query without identifying the source of inquiry, to all consultants.

1. BACKGROUND

UN Women, grounded in the vision of equality enshrined in the Charter of the United Nations, works for the elimination of discrimination against women and girls; the empowerment of women; and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security. Placing women's rights at the center of all its efforts, UN Women leads and coordinates United Nations system efforts to ensure that commitments on gender equality and gender mainstreaming translate into action throughout the world. UN Women is operational in Moldova since 2010 on the basis of former UNIFEM projects, which were laid and active in the country from 2007. It extended continuous support to the Government of Moldova, to key stakeholders from national and local levels, through various programmes and activities aimed at creating an enabling environment for gender equality, recognized as a prerequisite for sustainable development with a strong and active policy on gender equality.

In the period 2014-2017, UN Women jointly with UNDP and in partnership with the civil society organizations (CSOs) East Europe Foundation (EEF) and the Centre Partnership for Development (CPD) is implementing a joint programme in Moldova: "Enhancing Women's Political Representation through improved capacity and enhanced support in Moldova" (Women in Politics), implemented with the financial support of the Government of Sweden. The programme aims at ensuring an increased participation of women in politics and in the decision-making process by creating an environment conducive to their meaningful participation, and providing support to capacity development of women before, during and after the elections at the central and local levels. It is also seeking to promote increased public awareness of women's contribution to political leadership. The programme supports the realization of women's rights and commitments undertaken by the Government of Moldova.

In the Republic of Moldova, women are still underrepresented in the decision-making fields. Despite reaching some slight progress related to increasing representation of women in leading positions, Moldova is far away to achieve the international main goal to have "a Planet 50/50 by 2030", with actual 23% of women's representation in Parliament, 20.6% of women mayors and 30% of women in local councils. After the local elections, which took place in June, 2015, the share of women mayors increased slightly with 3,6 p.p.- from 17% (166 women mayors) in 2011 to 20.6% (185 women mayors) in 2015. Out of 185 women mayors elected in 2015, almost half of them are new.

In its Report on Concluding observations on the combined fourth and fifth periodic reports of the Republic of Moldova issued in 2013, Committee in the Elimination of Discrimination against Women (CEDAW) expressed its concern regarding the continued low representation of women in Parliament and in government positions at the State, national

and local levels and urges Moldova to “increase its efforts to provide training and capacity-building for women to enable them to enter public office and enhance awareness-raising campaigns on the importance of women’s full and equal participation in political and public life”, among other recommendations.

National Strategy on Gender Equality for 2017- 2021 , adopted on March 9, 2017, envisaged under the General Objective No. 1 Ensuring complex mainstreaming of gender equality and Specific Objective No. 1.1 Enhancing institutional and legal mechanisms on women’s promotion in decision making a concrete result oriented towards enhancing leadership skills of women and girls, accompanied by defined activities set up in the Action Plan: building capacities of women in decision making positions on gender equality and strengthening Women Mayors’ Network established under the Congress of Local Authorities from Moldova (CALM).

2. SCOPE OF WORK, RESPONSIBILITIES AND DESCRIPTION OF THE PROPOSED WORK

Following international recommendations and national strategies on ensuring gender equality, one of the Programme’s overall objective is to strengthen capacities at all levels to promote women’s participation within electoral processes through organization of a series of capacity development programs for elected women leaders to improve their abilities to exercise their functions effectively.

In this respect, UN Women and UNDP, under “Women in Politics” Programme is planning to provide support to Women’s Network of Congress of Local Public Authorities from Moldova (CALM) on their institutional strengthening and to provide capacity building to all women mayors at their first mandate on gender responsive and effective local governance. A comprehensive capacity building program for the 90 women mayors at their first mandate will be organized in partnership with CALM. The program will cover topics such as gender equality, gender responsive local governance, communications, citizens’ engagement, outreach and effective leadership and will be delivered in two modules. It will aim at equipping the women mayors with knowledge, skills, tools and peer networks to overcome challenges in carrying out their mandate, which are often compounded by gender stereotypes.

Therefore, UN Women, under “Women in Politics” Programme is looking for a national consultant to deliver a series of training sessions on gender equality and effective leadership for up to 90 women mayors at their first mandate, capacity building to be provided within 8 (eight) training sessions for approximately 22 women mayors at their first mandate during each session, delivered in two modules (4 trainings on effective and gender responsive local governance and 4 trainings on effective communication, engagement and leadership for gender equality).

The national consultant will work under the overall guidance and direct supervision of Women in Politics UN Women Component Manager and in close collaboration with representatives of CALM.

For detailed information, please refer to Annex 1- Terms of Reference.

3. REQUIREMENTS FOR EXPERIENCE AND QUALIFICATIONS

I. Academic Qualifications:

- Advanced university degree in gender equality, women’s studies, law, human rights, social studies, development studies or related field;

II. Years of experience:

- At least five years of proven track record of working on gender equality and women’s empowerment in the Republic of Moldova;
- At least three years of proven track record of delivery trainings and capacity building programs for women, on topics as gender equality, effective leadership, feminism movement and other related areas;
- Demonstrated experience of working with women in decision making and leadership positions, like women mayors, women councilors, women MPs, etc.;
- Previous work experience with international organizations will be considered an asset.

III. Functional Competencies:

- Mature judgment and initiative;
- Ability to think out-of-the-box;
- Promotes the vision, mission, and strategic goals of UN Women;
- Ability to work in multi-disciplinary and multi-cultural teams;
- Ability to work under pressure against strict deadlines;

- Ability to present complex issues persuasively and simply;
- Displays cultural, gender, religion and age sensitivity and adaptability.

IV. Language skills:

- Excellent command of Romanian language.
- Working knowledge of Russian and English language

4. DOCUMENTS TO BE INCLUDED WHEN SUBMITTING THE PROPOSALS

Interested candidates must submit via online submission system the following documents/ information to demonstrate their qualification:

- Letter of Intent with justification of being the most suitable for the work, vision and working approach, specifically indicating experience of mobilization of excluded communities for participation and inclusion
- Duly filled Personal History Form (P11) and/or CV, including records on past experience in similar projects/assignments and specific outputs obtained; P11 can be downloaded at <http://www.unwomen.org/about-us/employment>;
- Financial proposal (in MDL) - Specifying a total lump sum amount for the tasks specified in this Terms of Reference). The financial proposal shall include a breakdown of this lump sum amount (daily rate and number of anticipated working days, and any other possible costs);
Please see Annex I: Price Proposal Guideline and Template and Annex II: Price Proposal Submission Form.

5. FINANCIAL PROPOSAL

The financial proposal shall specify a total lump sum amount, and payment terms around specific and measurable (qualitative and quantitative) deliverables (i.e. whether payments fall in installments or upon completion of the entire contract). Payments are based upon output, i.e. upon delivery of the services specified in the TOR. In order to assist the requesting unit in the comparison of financial proposals, the financial proposal will include a breakdown of this lump sum amount (including travel, per diems, and number of anticipated working days).

6. TRAVEL

No travels are envisaged under the current assignment.

7. EVALUATION

For detailed evaluation procedures please refer to Annex 1- Terms of Reference

ANNEX

ANNEX 1 – TERMS OF REFERENCES (TOR)

ANNEX 2 – CONDITIONS OF SERVICE - CONSULTANT