

CONSULTANT SERVICES PROCUREMENT NOTICE

Date: 14 June 2018

Country: Republic of Moldova

Description of the assignment: Project Coordinator

Project name: UN Women Moldova

Period of assignment/services: Up to 90 working days in the period of July 15 – December 31, 2018

Technical proposal and **financial proposal** should be submitted **on-line** no later than 25 June, 2018, 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.

UN Women's presence in the Republic of Moldova has evolved from being a project-based office in 2007 to a Country Office with full delegated authority as of 2015. In 2018 UN Women Moldova Country Office started to implement its newly approved Strategic Note (SN) for 2018-2022, which is aligned with the Republic of Moldova–United Nations Partnership Framework for Sustainable Development 2018–2022 and the Global Strategic Plan of UN Women. Under its current SN, UN Women cooperates closely with the government, civil society, academia, private sector and the media to advance social, economic and political rights and opportunities for women and girls, placing special focus on those from marginalized, excluded and under-represented groups. These include rural women, Romani women, women with disabilities, women living with or affected by HIV, women survivors of violence, women migrants, elderly women and others. UN Women's operation in Moldova focuses on bringing about concrete change in the lives of women and the society towards the long-term impact of achievement of gender equality and the empowerment of women and girls in the country. Specifically, the SN 2018-2022 advances progress under the following three Impact Areas (IA): IA1: More women fully participate and lead in gender responsive governance processes and institutions, including in the security sector, IA2: Women have income security, decent work and economic autonomy, IA3: Public authorities, institutions and communities prevent violence against women and girls and deliver quality essential services. Towards these Impact Areas, UN Women works with variety of national and international partners to challenge gender-based stereotypes and towards the creation of an environment, whereby women act as key agents of change towards greater equality and development, in partnership with men and boys.

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

Moldova, which only gained independence in 1991, remains a multi-ethnic and multicultural society, given the ever-changing rulers, cultural and ethnic influences over the centuries in the territory that makes up the country. Although it is widely accepted that social cohesion is weak in Moldova, in particular between the ethnic-linguistic groups

mentioned above, but also vertically between political elites and the general population, there is no common understanding of the underlying causes of the dividing and unifying forces in society.

In 2017, the UN in Moldova launched the Social Cohesion and Reconciliation (SCORE) Index process to build this understanding, to measure social cohesion, and to provide evidence to the government and other key actors that will inform positive changes and reduce divisions and friction in society. (www.scoreforpeace.org). The SCORE Moldova process had been designed in close collaboration between four UN agencies, namely, UNDP, UNFPA, UN Women, and UNICEF. Under UN Women's leadership, this was the first General Population SCORE process that included gender indicators in its analysis, and demonstrated specific differences between women and men in their civic engagement, trust in institutions, personal security and other attitudes and behaviors, as well as distinct societal groupings based on gender values, human rights and violent tendencies

The right of minorities to education, public and political participation, the involvement of women and youth from the under-represented regions (the Transnistrian region, the Taraclia district, the Autonomous Territory Unit of Gagauzia) in decision-making processes, access to high quality education in the mother tongue and in the state language, the mainstreaming of topics related to minorities in history books, etc., remain challenging issues in Moldova. It is important to support the better integration of the minority groups into the broader society and to focus on strengthening social cohesion within and between the groups, with specific focus on women and youth who remain particularly under-represented and marginalized. UN agencies, such as UN Women and OHCHR, have had some success on building the capacity of women and minority youth and on creating networks and partnerships, to better engage with important political processes in Moldova. However much more remains to be done.

Given the current tensions between pro-Russian and pro-European elements in Moldova and the dangers of the polarization of the minorities, this is a crucial time to begin addressing the weak social cohesion in Moldova. Informed by the findings of the SCORE process, the work with youth and women minority groups would be a critical step in this direction. The UN, working across agency lines, with support from DPA, leadership from UNWomen, and participation from other key agencies on the ground in Moldova, is perfectly positioned to carry out a series of workshops with youth and women from minority groups in order to strengthen their capacity to better engage at the political level to reduce discrimination and tensions and to use the findings of the SCORE process to build on their initiatives and proposals to boost political changes.

In 2018, the Department for Political Affairs at the UN Secretariat will support an initial pilot project, led by UN Women and the UN Resident Coordinator's Office and in partnership with UN Office for Human Rights as well as other UN agencies in the Republic of Moldova (UNDP, UNICEF, UNFPA), aimed at strengthening the political participation of minority women and youth to improve social cohesion. The project will take place in the period July 2018-January 2019 and has two outputs: 1) Women and youth minority groups understand and can better address underlying causes of weak social cohesion and are empowered to participate in key local level and national level political discussions. 2) Authorities and local leaders better understand the needs of women and minorities throughout Moldova and the role they can play in strengthening social cohesion and political stability.

Under the overall guidance and direct supervision of the UN Women Programme Coordinator on Women in Leadership, and in close collaboration with the Peace and Development Advisor in UN Resident Coordinator's Office as well as the other relevant UN agencies working with national minority groups (UNDP, UNICEF, UNFPA, OHCHR), the Project Coordinator will support UN Women Moldova in the implementation of the DPA-funded initiative to strengthen the political participation of women and youth from national minority communities.

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

3. REQUIREMENTS FOR EXPERIENCE AND QUALIFICATIONS

I. Academic Qualifications:

- Bachelor's Degree in political science, sociology, international relations, international economics, law, public administration or other related social sciences;

II. Years of experience:

- A minimum of 3 years of previous working experience in the field of social development involving national and international interlocutors (i.e. international community, civil sector, public institutions).
- Knowledge of gender equality, human rights-based approaches to development and women's participation in decision-making processes is required. Previous experience in this area is a strong asset.
- Familiarity with peace-building and conflict prevention theory required. Actual experience is an asset;
- Previous work with ethno-linguistic minorities in Moldova is an asset;

III. Language Requirements:

- Excellent command of Romanian, Russian and English languages.
- Knowledge of Gagauz or another minority language in Moldova would be an asset.

IV. Functional Competencies:

Core Values:

- Respect for Diversity
- Integrity
- Professionalism

Core Competencies:

- Awareness and Sensitivity Regarding Gender Issues
- Accountability
- Creative Problem Solving
- Effective Communication
- Inclusive Collaboration
- Stakeholder Engagement
- Leading by Example

IV. Language skills:

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

In the case of in-country travels, payment of travel costs should be agreed upon, between UN Women and the Project Coordinator, prior to travel and will be reimbursed.

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