

## CONSULTANT SERVICES PROCUREMENT NOTICE

Date: 02 August 2018

**Country:** Republic of Moldova

**Description of the assignment:** Gender Expert for Ministry of Defense of Moldova

**Project name:** UN Women Moldova

**Period of assignment/services:** Up to 180 working days within a 9 calendar months period

**Proposals** should be submitted **on-line** no later than **20 August 2018, 23:59 local time**.

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

### 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.

In 2018 UN Women Moldova Country Office started to implement its new [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.

### RATIONALE

UN Women supported the process of developing the [National Strategy for Gender Equality for 2017-2021](#) adopted in April 2017. Under its "Gender Equality in Peace and Security Sector" area of intervention and forth overall objective on "Ensuring gender equality in the security and defense sector", the Strategy envisages two specific objectives to be achieved as a result of implementation of a set of 13 activities, such as promotion of women in managerial positions in peace and security institutions, enhancing capacities of the personnel of in-line institutions on promotion and implementation of policies on ensuring gender equality in peace and security sector, raising awareness of the personnel

from in-line ministries on equal treatment and work-life balance, including in the Curriculum of subjects on gender equality in peace and security sector, development of mechanism to prevent and control sexual harassment, ensuring implementation of the CEDAW Committee's General Recommendation no. 30 and of UN Security Council Resolution 1325 (UN SCR 1325) on Women, Peace and Security, etc.

An important breakthrough occurred in May 2017, when after months of deliberations and advocacy, a Government Decision was adopted (Order no. 54-d from May 29, 2017) which formally launched the process of developing National Action Plan (NAP) on the Implementation of UN SCR1325. UN Women provided extensive technical support to the Government in raising awareness and knowledge on the women, peace and security agenda and on gender mainstreaming in the security sector, in the process of preparation for and development of the NAP on UN SCR1325. In March 2018, the [National Programme on Implementation of UN Security Council Resolution 1325 on Women, Peace and Security for 2018-2021](#) and the Action Plan on its implementation were adopted. The National Programme recognizes the key role women play in peace building and ensuring security and proposes concrete actions to address barriers against increased representation and influence of women in the security sector in the Republic of Moldova. Under the framework of the National Programme on SCR1325, the Ministry of Defense adopted its own Action Plan on its implementation within the National Army which aims to operationalize further the actions envisaged within the Programme.

UN Women is committed to provide continuous support to relevant governmental institutions, including to Ministry of Defense, on promotion of the women, peace and security agenda and on achieving specific results envisaged in the National Programme. The cooperation between UN Women and the Ministry of Defense (MoD) of the Republic of Moldova, initiated in 2015, was further consolidated with the signing of a Memorandum of Cooperation in July 2018. The main objective of the Memorandum is to increase institutional capacities and knowledge of the institution in the areas of gender equality and implementation of UN SCR 1325 and other WPS-related Resolutions. Specifically, the Memorandum of Cooperation seeks to contribute to reduce the stereotypes about the role of women in the security and defense sector, to improve the opportunities for women and men from the system to reconcile the professional and family life, to prevent and respond to discrimination, harassment, and gender-based violence within the sector, etc.

In the framework of the Memorandum of Cooperation between UN Women and the Ministry of Defense UN Women has committed to provide technical support to the MOD to strengthen its internal capacities on gender mainstreaming and advancing the WPS agenda. In this respect, UN Women Moldova is seeking to contract a gender expert to provide extensive support in gender mainstreaming within Ministry of Defense.

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

Under the overall guidance and direct supervision of the UN Women Programme Coordinator on Women in Leadership and in close cooperation with the senior leadership of the Ministry of Defense and its designated representatives, the selected gender expert will support the Ministry of Defense in implementing gender equality commitments and mainstreaming gender equality in the defense sector.

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

## **3. REQUIREMENTS FOR EXPERIENCE AND QUALIFICATIONS**

### Education:

- Master's Degree in gender, human rights, law, political science, sociology, international relations, international economics, security or other related fields
- Other formal education relevant for the assignment is an asset.

### Experience:

- At least five (5) years of proven track record of working on gender equality and women's empowerment in the Republic of Moldova;

- At least three (3) years of proven track record of working in or with defense and security sector, with a special focus on advancing human rights in these specific areas;
- Experience of working with the Moldovan security sector institutions and/or other government counterparts;
- Previous work experience in analyzing/developing policies or provision of recommendations and/or amendments to national legal framework.

Language skills:

Excellent command of Romanian, Russian and English languages.

#### **4. DOCUMENTS TO BE INCLUDED WHEN SUBMITTING THE PROPOSALS**

Interested candidates are invited to submit their online applications by **20 August 2018** with the following documents.

- 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).

#### **5. FINANCIAL PROPOSAL**

The financial proposal shall include a breakdown of the lump sum amount (daily rate and number of anticipated working days). Please see Annex I: Price Proposal Guideline and Template and Annex II: Price Proposal Submission Form.

#### **6. TRAVEL**

UN Women will not cover transportation cost within Chisinau.

#### **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**