

CONSULTANT SERVICES PROCUREMENT NOTICE

Date: 12 October 2018

Country: Republic of Moldova

Description of the assignment: International Consultant to conduct analysis on economic empowerment of women survivors of gender-based violence in Moldova

Project name: Ending Violence against Women; Women Economic Empowerment/ UN Women Moldova

Period of assignment/services: Up to 43 working days within 4 months assignment (of which 35 days – home-based, 8 days – one mission to Moldova)

Technical proposal and **financial proposal** should be submitted **on-line** no later than **October 23 , 2018, 23:59 EST**. Requests for clarification only must be sent by standard electronic communication to the following e-mail viorica.culeac@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.

The work of UN Women in Moldova is guided by 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](#). The Strategic Note focuses on three main areas: 1/strengthening women's participation in politics and decision-making 2/economic empowerment of women, and 3/ending violence against women and girls. To achieve progress under these areas, UN Women works with variety of national (government, civil society, private sector) and international partners to advance the implementation of existing international and national commitments to women's rights and gender equality, it facilitates networking and exchange of good practices and advocates for women's rights and gender equality in all areas of life.

Violence against women (VAW) is one of the most systematic and widespread human rights violations in the world. In Moldova, as in the region and around the world, it affects individuals regardless of context, culture, or socio-economic status, with serious repercussion for women, their families, and society. Despite progress, including in the area of legal and policy reforms, research, and a number of awareness raising campaigns, the prevalence of VAW in Moldova remains high. According to the [National study "Violence against Women in the Family"](#), carried out by the National Bureau of Statistics, and commissioned by UN Moldova in 2011, 63% of women experienced some type of violence (psychological, physical or sexual) from husband/partner during her lifetime, and one in ten women mentioned that she experienced economic violence at least once in her lifetime. Rural women, elderly women, and those separated or divorced reported the highest prevalence rate of multiple forms of violence.

As a response to this challenge, the State has undertaken the initial steps at policy, legislation as well as implementation levels. The [Law No 45-XVI on Preventing and Combating Domestic Violence \(DV\)](#) from

01.03.2007 is an important legislative base for combating the phenomenon in Moldova. The Law provides an institutional framework detailing the tasks of the competent authorities, provides for the creation of centers/services for the rehabilitation of victims and aggressors, for a mechanism for settling DV cases and protection for victims of DV, including by using protection orders and punitive measures against the aggressor.

At the policy level, Government adopted the first ever [National Strategy on Preventing and Combating Violence against Women and Domestic Violence for the period 2018-2023](#) and its associated Action Plan for the period 2018-2020. The National Strategy aims at providing a systemic approach to violence against women and domestic violence phenomenon for ensuring effective and prompt response from relevant stakeholders in cases of violence. The National strategy has a specific objective to promote women's economic empowerment and socio-economic independence. Equipping women who experienced violence with vocational skills that match the labour market and support them to access decent employment is crucial, so that they can start over and be financially independent. Without employment, many women who experienced violence find it impossible to leave abusive situations or may even return to their perpetrators.

Violence against women and girls is a complex issue that is rooted in gender inequality and discrimination, as well as unequal power relations between men and women which exist in varying degrees across all communities in the world. Low economic and social status of women increases the risk of violence that women face. On the other hand, increasing economic independence and integration on the labour market can help survivors leave and remain out of abusive relationships as it improves their financial autonomy, bargaining power and self-esteem. While the links between violence against women and women's economic empowerment are complex and can have different long-term and short-term effects depending on the focus of specific interventions¹, it is widely recognized that women who experience violence need comprehensive package of support services, which includes labour market reintegration services. This is in line with Article 20 of the Istanbul Convention which states that *"1. Parties shall take the necessary legislative or other measures to ensure that victims have access to services facilitating their recovery from violence. These measures should include, when necessary, services such as legal and psychological counselling, financial assistance, housing, education, training and assistance in finding employment. 2. Parties shall take the necessary legislative or other measures to ensure that victims have access to health care and social services and that services are adequately resourced, and professionals are trained to assist victims and refer them to the appropriate services."*²

In the Republic of Moldova over 30% of the services considered essential per international standards do not exist or are not efficient according to 2016 study ["Report on costing of domestic violence and violence against women in Moldova"](#) conducted by UN Women and World Health Organization (WHO) and Austrian Development Cooperation (ADA). Among other services, the provision of support to survivors in finding and maintaining employment is missing, such as job training, reintegration schemes, and the existence of functioning referral mechanisms between social service providers and employers.

The recently modified [The Law on Employment Support and Insurance against Unemployment \(Law 105 of 14 June 2018\)](#) introduces a number of novelties in the design and implementation of employment policies that aim to support the reintegration on the labour market of different categories of unemployed people, including women who experienced gender-based violence. First, there is an explicit recognition of the additional challenges that certain groups of individuals face in the labour market. Second, the tasks mandated to the National Employment Agency (NEA) are expanded to include: (i) the monitoring and analysis of labour market trends as well as labour market and skills forecasting; (ii) the evaluation of the effectiveness of employment support and active labour market measures; and (iii) profiling of individuals' needs and development of individual employment planning. According to the article 23. *Beneficiaries of employment measures, women who experienced gender-based violence* are included in the list of beneficiaries that need additional support in being integrated efficiently on the labour market. In this context, the law provides the

¹ <https://www.unescap.org/sites/default/files/Session%203%20-%20Anna-Karin%20Jatfors.pdf>

² <https://rm.coe.int/168046031c>

following active employment measures: a) vocational training; b) subsidizing jobs – according to the art.36 subsidies for workplaces are organized for the unemployed persons who require additional support on the labor market, such as victims of domestic violence, in order to facilitate their integration into the labor market; c) support for the creation or adaptation of the workplace; d) stimulate labor mobility. Moreover, the law stipulates that the National Agency may implement special employment programs to facilitate the employment of the beneficiaries of the Article 23.

Considering the novelty of these provisions in Moldovan legislation, UN Women Moldova, the National Employment Agency and the Department of Policies for Ensuring Equality between Women and Men at Ministry of Health, Labour and Social Protection (MoHLSP) have initiated cooperation aimed at operationalizing the Law in a way that follows the international norms and good practices and that it achieves its intended impact of empowerment of women survivors of violence, through economic independence. As part of this cooperation, UN Women will commission analysis of existing international good practices and lessons learnt in implementation of referral mechanisms between employment intermediaries such as national employment agencies/offices, women who have experienced violence and service providers who are assisting them with provision of different services (psychosocial support, legal aid and safe houses). The analysis will also include broader mapping of good practices on economic empowerment initiatives for women who have experienced violence, implemented in different countries from the region and beyond.

For this purpose, UN Women plans to recruit an international consultant to work closely with the Department of Policies for Ensuring Equality between Women and Men from the Ministry of Health, Labour and Social Protection, and with the National Employment Agency and UN Women Moldova CO.

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

The major scope of the selected international consultant is to elaborate an Analytical Note including best international and regional practices for women's economic empowerment for women who have experienced gender-based violence. In addition, the consultant is expected to propose several models of cooperation between different stakeholders (state and non-governmental actors) that put in place a mechanism for job placement/reintegration on the labour market of women who experienced violence.

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

3. REQUIREMENTS FOR EXPERIENCE AND QUALIFICATIONS

1. Master's degree in economics, social and development studies, gender studies, or other social science related to this assignment;
2. Minimum 5 years of proven work experience in the field of gender equality, human rights, employment and labour market, and development;
3. Minimum 3 years of proven experience in conducting qualitative sociological research with a particular focus on behaviours and attitudes;
4. Previous work experience with governmental institutions, especially in the labour/employment field will be considered an asset.
5. Experience with development organizations, especially with ILO, including donors and stakeholders is considered an asset;
6. Fluent in English, working knowledge of Russian and/ or Romanian is an asset

4. DOCUMENTS TO BE INCLUDED WHEN SUBMITTING THE PROPOSALS

Interested candidates are invited to submit their applications by **23 October 2018** with the following documents:

- Duly filled Personal History Form P11, including records on past experience in similar projects/ assignments and specific outputs obtained;
- Letter of Intent to include a brief overview about which of your previous experiences makes you the most suitable candidate for the advertised position;
- Financial proposal – specifying a total lump sum amount for the task specified in Terms of References. The Financial proposal shall include a breakdown of this lump sum amount (daily rate).

Applications without financial proposal may be treated as incomplete and may not be considered for further assessment.

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 TOR Annex I: Price Proposal Guideline and Template and Annex II: Price Proposal Submission Form.

6. TRAVEL

All envisaged travel costs must be included in the financial proposal. This includes all travel to join duty station/repatriation travel. In general, UN Women should not accept travel costs exceeding those of an economy class ticket. Should the contractor wish to travel on a higher class he/she should do so using their own resources.

In the case of unforeseeable travel, payment of travel costs including tickets, lodging and terminal expenses should be agreed upon, between the respective business unit and contractor, prior to travel and will be reimbursed.

Throughout the assignment, the International Consultant will have 1 mission to Moldova, which needs to be factored in the proposal, with 8 working days in Moldova and 35 home based working days.

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