

CONSULTANT SERVICES PROCUREMENT NOTICE

Date: 8 November 2018

Country: Republic of Moldova

Description of the assignment: International consultant to develop recommendations for public institutions to combat sexual harassment

Project name: UN Women Moldova

Period of assignment/services: up to 40 working days within four months assignment (of which 32 days – home-based, up to 8 days – one mission to Moldova)

Proposals should be submitted **on-line** no later than **19 November 2018, 23:59 Chisinau local time**.

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.

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

A global movement against sexual harassment and sexual assault escalated in October 2017. #MeToo spread virally as a hashtag used on social media in an attempt to demonstrate the widespread prevalence of sexual assault and harassment, especially in the workplace. Although the movement touched Moldova as well and was supported by some civic activists and sporadic testimonials on social media about cases of sexual harassment and assault, it didn't bring about some concrete reactions from decision makers or sanctions for perpetrators.

The notion of sexual harassment has been introduced in the legal framework of the Republic of Moldova back in 2006, in the [Law on ensuring equal opportunities between women and men](#). In 2016, the notion was revised by the [Law no. 71 as of 14 April 2016 on amending and completion of some legislative acts](#) and defines sexual harassment as “manifesting a physical, verbal or non-verbal behaviour that violates the person's dignity or creates an unpleasant, hostile, degrading, humiliating, or insulting environment with the aim to persuade a person to sexual relationship or to other unwanted actions of sexual nature, committed by threat, constraint, blackmail”. The sexual harassment was criminalized in 2010 by amending the Criminal Code, art. 173. The sanctions envisaged for committing of this violation include application of fines of up to 850 conventional units, up to 240 community service work or up to 3 years imprisoning.

According to the [Study “How we prevent and reduce sexual harassment at the workplace and in educational institutions- policies recommendations”](#), statistical data show that currently every fifth employed woman in the Republic of Moldova is subjected to subtle forms of sexual harassment at workplace (inappropriate glances, hugs without permission, jokes / language with sexual connotation) and 4 out of 100 women confront with serious forms of harassment (the requirement to have sexual relations for rewards, the use of force or threats to have sex, etc.). Only 15% of women who were exposed to sexual harassment at workplace have reported this misconduct. The low level of reporting of sexual harassment cases is caused by shame or self-blaming by the victims (according to the statistical data, 60,5% of population consider the victims of sexual harassment being guilty), as well as low trust in responsible bodies. According to the same Study, since 2010, in the Republic of Moldova 98 cases of sexual harassment were reported, out of them 18 cases were revised by the criminal court, and in 9 of them there have been issued sanctions.

Besides, the Study recommends the development/amendment of the public policies aimed to prevent and diminish the incidence and prevalence of sexual harassment at workplace and in educational institutions. Thus, there is a need for amendments of the national legal framework aimed to combat the perpetuation of the phenomenon of sexual harassment in Moldova, as well as for strengthening the capacities of institutions mandated by law with investigation, monitoring and reducing the cases of assaults at the workplace and within educational institutions. The [Labour Code](#) of the Republic of Moldova, art. 10, obliges the employers to take measures preventing sexual harassment at the workplace.

The existing statistics on the prevalence of sexual harassment doesn't comprise military sector as well. Acknowledging the gravity of sexual harassment, the [National Implementation Program of the United Nations Security Council Resolution 1325 on Women, Peace and Security for 2018-2021 and the Action Plan regarding the Resolution 1325 implementation](#) dedicated the Objective 3 (out of 8) to prevention and combating of discrimination, sexual harassment and gender-based violence in security and defence sectors, aimed to ensure strengthened institutional capacities in this respect through policy development and establishment of internal procedures for reporting the cases of sexual harassment and violence.

On this background, UN Women seeks to contract an international consultant that will capitalize on the international best practices and lessons learnt in this area and develop a set of recommendations for public institutions for adoption of relevant mechanisms to combat and prevent the phenomenon of sexual harassment.

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

Under the overall guidance and direct supervision of the UN Women Programme Coordinators on Women in Leadership (WIL) and Eliminating Violence Against Women (EVAW), the international consultant will be responsible to revise international best practices in the area of combating sexual harassment in public institutions and develop a set of recommendations/guidelines to be applicable to Moldovan context.

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

3. REQUIREMENTS FOR EXPERIENCE AND QUALIFICATIONS

Education:

- Master's degree in Law, Gender, Human Rights, Labor relations, Sociology or similar fields.

Experience:

- A minimum of 5 years of experience in the field of labour rights and relations and/or discrimination and violence against women in the workplace.
- A minimum of 3 years of experience of designing and institutionalizing sexual harassment complaints mechanisms for various institutions.
- Previous work experience with governmental institutions, especially in peace and security sector, will be considered an asset.
- Experience in gender equality issues pertinent to RM context will be an asset.
- Proven experience in working with international organizations (successful experience in working with UN agencies is an asset).

Language skills:

- Excellent command of English language, working knowledge of Russian and/or Romanian languages is an asset.

4. DOCUMENTS TO BE INCLUDED WHEN SUBMITTING THE PROPOSALS

Interested candidates are invited to submit their online applications by **19 November 2018** with the following documents.

- Letter of Intent with justification of being the most suitable candidate for the advertised position
- Duly filled Personal History Form (P11), 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 USD) - 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 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

6. TRAVEL

All envisaged travel costs must be included in the financial proposal. This includes all travels 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 is expected to conduct a 1 mission to Moldova, which needs to be factored in the proposal, with 8 indicative working days to be spent in Moldova.

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