

CONSULTANT SERVICES PROCUREMENT NOTICE

Date: August 20, 2019

Country: Republic of Moldova

Description of the assignment: Gender Expert for Ministry of Defense of Moldova (UN Women Moldova)

Project name: Women in Leadership Area UN Women Moldova

Period of assignment/services: Up to 75 working days within a 9 calendar months period

Technical proposal and **financial proposal** should be submitted **on-line** no later than **20 September 2019, 23:59 EST**. 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.

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 forthoverall 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 security and defense institutions, enhancing capacities of the personnel of in-line institutions on promotion and implementation of policies on ensuring gender equality in security and defense 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 security and defense 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 SCR 1325. 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 and defense sector, in the process of preparation for and development of the NAP on UN

SCR 1325. 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 UN 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.

In the framework of the Memorandum of Understanding 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

The major scope of the work is to 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

I. Academic Qualifications:

- Master's Degree in gender, human rights, law, political science, sociology, international relations, international economics, security or other related fields.

II. Years of 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 security sector and defence, with a special focus on advancing human rights in these specific areas;
- Previous work experience in analyzing/developing policies or provision of recommendations and/or amendments to national legal framework.

III. Language skills:

- Excellent command of Romanian, Russian and English languages.

4. DOCUMENTS TO BE INCLUDED WHEN SUBMITTING THE PROPOSALS

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

- Letter of Intent with justification of being the most suitable for the work, vision and working approach, specifically indicating experience of promoting gender equality especially in the security and defense sectors
- Duly filled Personal History Form (P11) and/or CV, including records on past experience in similar project/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

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

No travels are envisaged under the current assignment. In the case of unforeseeable travel, payment of travel costs including tickets, lodging and terminal expenses should be agreed upon, between UN Women and the National Consultant, 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