

CONSULTANT SERVICES PROCUREMENT NOTICE

Date: 23 May 2018

Country: Republic of Moldova

Description of the assignment: National consultant to provide support to groups of women survivors of violence and to assist selected multi-disciplinary teams in improving intervention services to prevent and combat domestic violence

Project name: UN Women Moldova

Period of assignment/services: Up to 115 working days within a 7-calendar month period 11.06.2018 – 10.12.2018

Proposals should be submitted **on-line** no later than **4 June 2018, 23:59 local time**.

Requests for clarification only must be sent by standard electronic communication to the following e-mail nighina.azizov@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's presence in the Republic of Moldova has evolved from being a project-based office in 2007 to a Country Office with fully delegated authority as of 2015. The work of UN Women in Moldova in the upcoming five-year period will be guided by its new [Country Strategic Note \(SN\) for 2018-2022](#). The SN is aligned with the [Republic of Moldova–United Nations Partnership Framework for Sustainable Development 2018–2022](#) and [the Global Strategic Plan of UN Women for 2018-2021](#) and aims to contribute to the gender-responsive implementation of the [2030 Agenda for Sustainable Development](#).

UN Women's operations mandate in Moldova focus 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 SN2018-2022 will advance progress under the three Impact Areas (IA) aimed to results in: *1) More women from diverse groups fully participate and lead in governance processes and institutions, 2) Women have income security, decent work and economic autonomy, and 3) Public authorities, institutions and communities prevent violence against women and girls and deliver quality essential services.*

Under the impact on preventing violence against women and girls and delivery of quality essential services, UN Women will contribute to the realization of the Impact Area 3 with related Outcome 3.1: Parliament and Government adopt and implement laws, policies and strategies to prevent violence against women and girls and deliver quality essential services. This outcome shall be further implemented via three inter-connected outputs: Output 1: Public institutions have capacities to apply international norms and standards in developing and implementing laws, policies and services towards eliminating VAW, Output 2: Target communities and institutions, including in the field of education, have knowledge and tools to combat stereotypes and gender discrimination and advance favorable social norms that prevent VAW and Output 3: Women and girls, especially from excluded groups, have knowledge and skills to exercise their rights to essential services.

Contributing to the realization of this Impact Area 3, UN Women will continue supporting the implementation and further alignment of the legislative and policy framework on preventing and combating violence against women, in line with the national commitments and international norms and standards, including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Council of Europe Convention on preventing and combating violence against women and domestic violence (CAHVIO). UN Women will build and expand on its experience

employing adaptive solutions by empowering survivors of violence from various backgrounds to speak up and advocate for concrete actions with their peers as well as with authorities and the media.

Domestic and other forms of gender-based violence, including sexual harassment and other forms of sexual violence in public spaces, have huge negative effects on the well-being and dignity of many women and girls in Moldova. Violence carries high costs also for their families, the community and society at large. According to the first prevalence study “Violence against Women in the Family” carried out by the National Bureau of Statistics and commissioned by UN Moldova in 2011, 6 in 10 urban women and 7 in 10 rural women in Moldova experienced some type of violence (psychological, physical or sexual) from husband/partner during their lifetime, and 1 in 10 was exposed to all forms of violence.¹ 60% of women were exposed to psychological violence, 40% to physical violence, 19% to sexual violence and 10% to economic violence. Rural women, elderly women and those separated or divorced reported the highest prevalence rate of multiple forms of violence.

Despite progress, the prevalence of violence against women and girls (VAWG) in Moldova remains alarmingly high with reported cases representing only the “tip of the iceberg.” Many challenges still persist, including: insufficient enforcement of legislation and allocation of adequate resources to implement laws, policies and programmes; insufficient monitoring and evaluation of their impact, including reliable and consistently collected data on VAWG; lack of coordination among different service providers; significant under-reporting of violence due to fear, stigma, and lack of knowledge of women of their rights and available services. Recommendations from the Committee on the Elimination of all Forms of Discrimination and the Universal Periodic Review urge the Government of Moldova to further improve law, policy and practice in a number of areas, to ratify CAHVIO, and to implement a comprehensive strategy to prevent violence against women, protect survivor through functioning and coordinated multi-sectoral service provision, prosecute and punish perpetrators and make sure violence cases are properly documented and followed through.

One output under the SN 2018-2022 is aimed to capacitated public institutions to apply international norms and standards in developing and implementing laws, policies and services towards eliminating violence against women (VAW). For this to be achieved the work of multidisciplinary teams needs norms and standards; service providers need to provide coordinated and survivor-focused services, especially to most vulnerable groups and mobilization and capacity building of women’s organizations and gender equality advocates on joint advocacy.

Therefore, UN Women seeks to recruit a local consultant to provide support to groups of women survivors and to assist selected multi-disciplinary teams in improving intervention services to prevent and combat domestic violence at local level.

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

The main objective of this assignment is to facilitate and provide support in expanding the positive experience of multidisciplinary teams to effectively provide survivors focused support service. For that, the consultant will be working closely with 12 multidisciplinary teams (MDTs) from 4 districts and women survivors of violence and disseminating good practices on preventing and combating domestic violence. The consultant will be working under the supervision of the UN Women Programme Coordinator on ERAW, and in close collaboration with partner NGOs, key line ministries, particularly with Ministry of Health, Labor and Social Protection, Ministry of Interior and selected local authorities and other development partners.

The activity of the consultant will consist in providing technical assistance, guidance, facilitation and coordination, monitoring and regular exchange of knowledge and experience between service providers and women at risk of violence, women survivors of domestic violence, local public authorities and other stakeholders from selected districts.

More specifically, the consultant will be responsible for the following tasks:

- Mapping of existing services for survivors of different forms of violence against women, inside and outside of the family in 4 selected districts (Cahul, Caușeni, Hâncești, and Drochia) based on ***Essential Service Package for Women and Girls Subject to Violence Core Elements and Quality Guidelines***¹ practical tool;
- Organize 1 round table with representatives of Cahul, Caușeni, Hâncești and Drochia districts administrations, women survivors of violence and relevant service providers and MDTs for discussing the quality of coordinated and survivor-focused response to cases of domestic violence and how this can be improved in line with the latest legal and policy changes at the national/institutional level and the best practices emerging from the local level;
- Provide support for selected MDTs to identify new women survivors of violence/positive champions in local communities and extend the network of positive champions;
- Organize peer to peer support groups with positive champions and women victims of domestic violence in selected districts;
- Strengthen the network of women survivors of violence/positive champions at local and regional levels;
- Organize at least 3 visits of exchange of experience between selected MDTs to share/ learn about their good practices in ERAW area;
- Test the involvement of positive champions in multi-disciplinary teams and prepare recommendations for future activities based on the experiences of women survivors of domestic violence/ positive champions and members of MDTs;
- Co-design with women survivors of violence/positive champions 2 mind-maps based on the creative thinking strategies: 1) "Exit from domestic violence-mind map" and 2) "Use of available support services";
- Co-create jointly with women survivors of violence the "persona portrait" and "persona dimensions" of victims of domestic violence, based on Human Centered Design approach, for better understand the profiles of this category of service users;
- Document the lessons learnt and keep record of the work with selected multidisciplinary teams by using design thinking approach.

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

3. REQUIREMENTS FOR EXPERIENCE AND QUALIFICATIONS

Education:

- Master's Degree in public administration, law, policy analysis, public relations, development studies and/or other social science related areas relevant for the assignment; A University degree in these areas in combination with 5 years of relevant experience in working with local public authorities and building their capacities at the local level is also accepted.
- Additional trainings proof on innovation in/ or (re) design of public services is an asset.

Experience:

- At least 5 years of proven work experience in the field of public administration and service delivery, of which at least 3 years related to work on improving service delivery for women, including survivors of violence;
- At least 3 years records of working/collaborating with local government and NGOs in assisting/supporting drafting policy recommendations/ policy reports, coordinating activities, implementing strategies and services for citizens and/ or business;
- At least one-year of experience in applying co-creation, design thinking and other innovation tools and techniques in the development area is an asset;
- At least 2 years proven experience in working with international organizations (successful experience in working with UN agencies is an asset).

Language Requirements:

- Fluency in written and oral Romanian, English and Russian are required.

¹ ***Essential Service Package for Women and Girls Subject to Violence Core Elements and Quality Guidelines*** (Tania Farha and Riet Groenen (UN Women), Upala Devi and Luis Mora (UNFPA), Claudia Garcia Moreno and Avni Amin (WHO), Suki Beavers, Niki Palmer and Charles Chauvel (UNDP) and Claudia Baroni and Sven Pfeiffer (UNODC))// <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2015/essential-services-package-en.pdf?la=en&vs=3648>

- Working knowledge of one or more additional languages relevant for Moldova, including Bulgarian, Gagauzian, Romani, Ukrainian or sign language would be an asset.

Other Skills

- Knowledge and skills of relevant computer applications of MS Office applications (Word, Excel, Power Point), knowledge of Internet communications and command is required.

4. DOCUMENTS TO BE INCLUDED WHEN SUBMITTING THE PROPOSALS

Interested individual consultants must submit the following documents/information to demonstrate their qualifications:

- Duly filled Personal History Form PHF11/CV (downloadable from http://www.unwomen.org/wp-content/uploads/2011/01/P_11_form_UNwomen.doc);
- 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 (with breakdown of fee on a per day basis).

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 the annexes of the Terms of Reference - Annex I: Price Proposal Guideline and Template and Annex II: Price Proposal Submission Form

6. TRAVEL

UN Women will ensure transportation to local communities. 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