

CONSULTANT SERVICES PROCUREMENT NOTICE

Date: October 8, 2018

Country: Republic of Moldova

Description of the assignment: International Consultant to Provide Extensive Support to Romani Women to Get Involved in Electoral Processes

Project name: WOMEN in LEADERSHIP AREA (WIL) UN Women Moldova

Period of assignment/services: Up to 80 working days in the period of begin-November 2018- end-September, 2019 (of which 54– home-based, up to 26 – missions to Moldova)

Technical proposal and **financial proposal** should be submitted **on-line** no later than **23 October 2018 (23:59 GMT+2:00)**.

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, young women, 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.

Women and girls constitute more than half of Moldova's population, yet they are under-represented in the bodies that make key decisions affecting their lives. Despite an increase in women's representation in the Parliament and at local level over the past years, the country did not reach its related [MDG 2015 targets](#) and the value of the [Political Empowerment Sub-index of the Gender Gap Index](#) is still low (0.176 – placing Moldova on 72th place). Although general women's representation in decision making process is comparable low, the representation of women from underrepresented groups, including Romani women, is practically inexistent.

The lack of updated official statistical data on number of Roma in the Republic of Moldova hampers undertaking of an objective analysis of the situation in this regard. Some administrative sources and researches report different data on the Roma population in the country, which varies from 14,000¹ to 200, 000². Roma face multiple barriers against social inclusion, and access to employment, education, health care and other services. There is a high degree of intolerance

¹ MTIC (2012). According to statistical data from "State population register" related to Roma individuals residents of the Republic of Moldova, there are 14208 documented citizens registered in the country's territorial-administrative profile. www.registru.md/news_2011/165210/ (accessed at 04.07.2015).

² Study on the situation of Romani Women and Girls in the Republic of Moldova <http://www.un.md/docsandpub/>

and hostility towards Roma held by the majority population. According to a [2014 UN comprehensive study on the situation of Romani women in Moldova](#), Romani women represent one of the most vulnerable groups in the Republic of Moldova. Routinely they have lower levels of education, much higher rates of unemployment, significant lower level of income and poorer health than the rest of the population. The Committee on the Elimination of Discrimination against Women (CEDAW Committee) in its [2013 Concluding Observations to Republic of Moldova](#) expressed concerns that disadvantaged groups of women, including Romani women and women with disabilities, are, in practice, almost completely excluded from political and public life and recommended introducing procedures to ensure their effective participation in elected offices and appointed bodies, as well as effective measures, including Temporary Special Measures, in order to accelerate the realization of substantive equality for them. While there have been some encouraging advancements, including the election in 2015 of the first two Romani women as local councilors, the participation of Romani women is lower in comparison with both Roma men and non-Roma women.

In June 2016, the Government of the Republic of Moldova approved [the Action Plan to Support Roma Ethnic Group in the Republic of Moldova for 2016-2020](#), preceded by public consultations with civil society and relevant stakeholders on the Action Plan's content. Using this opportunity, some Romani women activists were involved in elaboration of the normative framework and strongly advocated for including provisions in the Action Plan on Romani women's empowerment and gender equality. Despite these efforts, the Action Plan does not contain specific provisions or activities focused on Romani women's empowerment or strengthening their capacities to become active participants in public and political life.

In December 2013, an informal network of Romani women and girls was constituted, aimed at strengthening the de facto realization of rights of Romani women and girls in the Republic of Moldova. UN Women, through its programmes, provided support to the Network in order to strengthen its capacities to act as unified voice for the rights of Romani women, to increase its membership among Romani women from more communities and to provide them with information, skills and networking opportunities. UN Women, through the joint [UN Programme Women in Politics](#) (implemented in 2014-2017), also provided comprehensive support in identifying and capacitating Romani women to run for the 2015 local elections, which resulted in the historic development that for the first time in the history of Moldova, 2 Romani women got elected as local councilors. UN Women further supported them and other Roma activists in different communities to mobilize more Roma women to engage civically in local decision-making processes, such as town hall meetings.

In anticipation of the upcoming local elections in 2019, there is a need for targeted interventions to support interested Romani women to enter the world of politics and run for political office through training, mentorship, career advising and peer networking, building on the past experiences which have led to effective political participation of Roma women. In this respect, UN Women intends to hire an International Consultant to provide support to Romani women to become more actively involved in political life.

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 (WIL), International Consultant will be responsible to provide extensive support to Romani women to become more actively involved in political life, including to 50 Romani women across the country, who are willing stand for political office and to be candidates at the local elections.

The International Consultant will work in close collaboration with a specialized company/organization engaged by UN Women, which will be directly involved in delivery of a capacity building program for up to 50 Romani women from across the country. The capacity building program will be composed of different tools, like support to run locally for office, capacity building, mentorship, coaching and raising awareness, and will be provided during the entire local election cycle: pre-election, election and post-election phases.

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

3. REQUIREMENTS FOR EXPERIENCE AND QUALIFICATIONS

I. Academic Qualifications:

Education:

- Master's degree in Law, International Law, Human Rights, Gender, Social Studies, Political Studies and other related fields. Additional points will be granted for PhD degree in the fields mentioned above.

II. Years of experience:

- A minimum of 5 years of work experience on promoting the rights of Roma;
- A minimum of 3 years of experience in organization of various capacity buildings, with a special focus on Roma rights;
- Experience in gender equality issues, pertinent to Romani women;
- Previous work experience in writing reports on the situation of Roma population will be considered an asset;
- Proven experience in working with international organizations (successful experience in working with UN agencies is an asset).

III. Competencies:

Core Values:

- Respect for Diversity
- Integrity
- Professionalism

Core Competencies:

- Awareness and Sensitivity Regarding Gender Issues
- Accountability
- Creative Problem Solving
- Effective Communication
- Inclusive Collaboration
- Stakeholder Engagement
- Leading by Example

Functional Competencies:

- Mature judgment and initiative;
- Ability to think out-of-the-box;
- Promotes the vision, mission, and strategic goals of UN Women;
- Ability to work in multi-disciplinary and multi-cultural teams;
- Ability to work under pressure against strict deadlines;
- Ability to present complex issues persuasively and simply;
- Displays cultural, gender, religion and age sensitivity and adaptability.

IV. Language skills:

- Excellent command of English language.
- Working knowledge of Romanian, Russian, Romani languages is an asset.

4. DOCUMENTS TO BE INCLUDED WHEN SUBMITTING THE PROPOSALS

Interested individual consultants must submit 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 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 USD) - 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

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 IC 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 Individual Consultant, prior to travel and will be reimbursed.

Any travel under this assignment, including appropriate logistical arrangements shall be ensured/facilitated by UN Women.

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