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TERMS OF REFERENCE

Job title:	Two National Consultants on gender equality and gender-based discrimination
Duty station:	Chisinau, Moldova
Reference to the project:	UNDP
Contract type:	Individual Contract (IC)
Expected workload:	up to 4 working days
Contract duration:	September 2019

1. BACKGROUND:

The National Defense Strategy of the Republic of Moldova sets an objective of the integration of the gender perspective into the security and defense policy. It also talks about the need to ensure better gender balance in the human resources that would also help in implementing the commitments under the UN Security Council Resolution 1325.

Two complementary strategies are often used to integrate gender: gender mainstreaming across all Defence sector policies and activities, and promoting the equal representation of men and women in the sector, which includes initiatives to increase the recruitment, retention and advancement of women.¹ A particular attention shall be paid to enlarging the knowledge of gender aspects and developing specific capacities, as they are generally still inadequate to support effective gender mainstreaming in the sector. This relates to capacity in terms of skills, knowledge (legal/policy compliance requirements and theoretical frameworks) and the amount of human, financial and logistical resources devoted to the coordination of gender programming and compliance monitoring.

As the Defense reform processes are concerned with re-conceptualizing security and redesigning defense forces and structures to adjust them to the security needs of the state and its citizens, this could be accomplished only in accordance with the democratic requirements of representation, accountability and transparency. The defense force should reflect the society. It is established to protect, including the defense of its core values such as citizenship and equality. A more balanced gender composition, in turn, favors cohesion and effectiveness in increasingly multidimensional peace operations.

It is important to note, that a gender balance alone does not guarantee that defense reform will be gender responsive. A gender perspective in defense reform shall go beyond numbers and effectively respond to the needs of all in society. The integration of gender issues in Security and Defense Sector Reforms is important for the effective delivery of security services, and oversight and accountability of the security sector, as men, women, boys and girls have different security needs and priorities. Integrating gender issues also highlights the need to support the establishment of representative and non-discriminatory security sector institutions – increased participation of women can strengthen civilian trust and operational effectiveness. Gender responsive internal initiatives, for instance specific policies in management, human resource management, communication, setting of codes of conduct, etc., can help prevent, address and sanction sexual harassment within the armed forces, as well as human rights violations that might be committed by security sector personnel while interacting with the civilians.

Achieving better gender equality in the Armed Forces is also important for the participation in peacekeeping operations, that has become much more complex, while peacekeepers are involved in tasks which go beyond providing traditional security. Peacekeepers often are tasked with service provision to local communities, rebuilding institutions or ensuring free elections. Diversity in forcing composition and gender mainstreaming in operations enables the defense sector to better perform such tasks.² However, even without formal barriers, in practice there are often ceilings to women's career advancement, widespread sexual harassment and other forms of discrimination. In addition, defense sector personnel themselves are often guilty of sexual harassment and Gender Based Violence (GBV), perpetrated against both their colleagues and civilians. There are no available data on the up-to-date situation in the Armed Forces of the Republic of Moldova, though as the Army reflects the situation in the society at large, sexual harassment and sexism are present in the Army and shall be addressed.

¹ Valasek, Kristin, 2005, "Gender and Security Sector Reform: An Analytical Framework", UN-INSTRAW

² UNDP. Gender and Security Sector Reform Toolkit. Tool 3, p. 3.

At the request of the Ministry of Defence (MoD), UNDP provides assistance in addressing the gender issues towards the implementation of the MoD's plans for mainstreaming the gender equality in the Ministry's and in the National Army's internal policies and practice.

2. SCOPE OF WORK AND OBJECTIVES

The consultancy shall contribute to the implementation by the Ministry of Defence of the National Action Plan of the National Programme for the implementation of the UN Security Council Resolution 1325 "Women, Peace and Security", and has the following objectives:

1. Conducting of an interactive training "**Psychological aspects of the prevention and combating of the gender-based discrimination**" for the National Army's psychologists aimed at enhancing their knowledge of the gender equality and gender-based discrimination in all its aspects, that will enable them to effectively address these issues in the daily activity.
2. Contribute to enhancing gender mainstreaming across the activity of the National Army of the Republic of Moldova.

3. TASKS AND RESPONSIBILITIES

To achieve the stated objectives of the consultancy, the national consultant is expected to perform the following tasks and responsibilities as described below.

Indicative activities– up to 4 working days

- 1.1. Draft the program of the training, handout materials, case studies and participants' evaluation forms;
- 1.2. In cooperation with the respective MoD and Main Staff departments conduct the 3-day training for up to 25 - 30 persons;
- 1.3. Prepare a report that contains the conclusions for the training and recommendations of the future activities in the areas of gender mainstreaming and combating the gender-based discrimination.

4. DELIVERABLES AND TIMEFRAME

	Key deliverables:	Tentative Timetable
1.	The training programme and training materials developed in coordination with the MoD's Human Resources Development and Military Education Policy Directorate.	By September 20, 2019 - 1 WD
2.	The training on psychological aspects of the prevention and combating of the gender-based discrimination for the designated National Army personnel is conducted.	25 - 27 September, 2019 - 2,5 WD
3.	Final report of the consultancy prepared.	By September 30, 2019 - 0,5 WD

Note: Deliverables and the timeframe can be amended or specified for the purpose of the assignment.

a. Institutional Arrangements

The Consultant will work under the overall coordination and supervision of the UNDP Project Manager of the Support to Security Sector Reform Project for administrative aspects of the assignment and with MoD Human Resources Development and Military Education Policy Directorate for the substantive aspects of assignment.

b. Language

The deliverables shall be developed in Romanian language.

c. Final Report

A Final Report will be prepared by the consultant to serve as basis for payment.

5. QUALIFICATIONS AND SKILLS REQUIRED

Academic Qualifications:

- University degree in Social, Human Rights, Law, Communication, Public Relations or another related field. A first-level university degree in combination with two additional years of qualifying experience may be accepted in lieu of the advanced university degree. Additional points will be granted for MA and PhD degrees in the fields mentioned above;
- Certifications in the area of gender equality and gender mainstreaming will be an asset.

Experience:

- Minimum 4 years of experience in the area of gender equality and gender mainstreaming within public entities, NGOs or international organizations.
- Previous experience in organizing of the awareness campaigns and trainings for promoting the gender equality and nondiscrimination.
- Experience in combating the gender-based violence, discrimination and harassment, as well as in psychological counseling the victims of the gender-based violence, discrimination and harassment.
- Experience in conducting trainings for public servants on gender issues.

Competencies:

- In-depth knowledge of gender equality and gender mainstreaming issues pertinent to Republic of Moldova context;
- Excellent communication and teaching abilities, including in conducting trainings or university courses;
- Knowledge of the central public administration system of the Republic of Moldova and of policy and legislation documents that guides the area of gender equality and non-discrimination;
- Strong written and oral communication skills;
- Proven report writing skills;
- Fluent in Romanian. Knowledge of English is an asset.