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**TERMS OF REFERENCE**

**for a team of three national consultants to provide expert support on drafting the second generation of the National Program on the implementation of the UN SCR 1325**

**Project:** 98987, MDA\_D\_1.1, Women in Leadership

**Duty Station:** Chisinau, Moldova

**Type of contract:** Individual Contract

**Post Level:** National Consultant

**Languages required:** Romanian and Russian (written and verbal). Working knowledge of English (preferred)

**Application deadline:** 20 June 2021

**Starting date:** 20 July 2021

**Expected Duration of Assignment: Up to 30 working days within a 5 calendar months period (Lead**

**Consultant)**

**Up to 25 working days within a 5 calendar months period (Thematic consultant)**

**Up to 10 working days within a 5 calendar months period (Logistic and secretariat consultant)**

**Cumulative for the team of consultants - Up to 65 total working days within 20 July – 15 December 2021**

**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.

UN Women Moldova Country Office implements its [Strategic Note (SN) for 2018-2022](http://www2.unwomen.org/-/media/field%20office%20moldova/attachments/publications/2018/sn%20summary%202018-2022.pdf?la=en&vs=3943), which is aligned with the [Republic of Moldova–United Nations Partnership Framework for Sustainable Development 2018–2022](http://md.one.un.org/content/dam/unct/moldova/docs/pub/strateg/UNDAF%20Moldova%20EN.pdf) and the [Global Strategic Plan of UN Women](http://undocs.org/en/UNW/2017/6/Rev.1). 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. 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**

All over the world, UN Women works to promote peace by supporting women of all backgrounds and ages to participate in processes to prevent conflict and build and sustain peace. UN Women supports women’s full and equal representation and participation in all levels of peace processes and security efforts. UN Women’s work on women, peace, and security is guided by 10 UN Security Council resolutions—[1325](https://undocs.org/en/S/RES/1325(2000)), [1820](https://undocs.org/en/S/RES/1820(2008)), [1888](https://undocs.org/en/S/RES/1888(2009)), [1889](https://undocs.org/en/S/RES/1889(2009)), [1960](https://undocs.org/en/S/RES/1960(2010)), [2106](https://undocs.org/en/S/RES/2106(2013)), [2122](https://undocs.org/en/S/RES/2122(2013)), [2242](https://undocs.org/en/S/RES/2242(2015)),

[2467](https://undocs.org/en/S/RES/2467(2019)), and [2493](https://undocs.org/en/S/RES/2493(2019))—and is  bolstered by a number of [related normative frameworks](https://www.unwomen.org/en/what-we-do/peace-and-security/global-norms-and-standards), which make up the broader women, peace, and security (WPS) agenda. UN Women leads on implementing the WPS agenda through research initiatives, data collection, learning exchanges, and documentation of good practices to inform policy and programming.

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 1325) on the Implementation of UN SCR 1325*.* The decision established a Working Group led by Deputy Prime Minister and consisting of Deputy Ministers of all relevant Ministries and government agencies, responsible for the whole process of development and adoption of the NAP 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 defence 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*](http://lex.justice.md/md/374810/) *(NAP 1325)* 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.

UN Women committed itself, including through its Strategic Note for 2018-2022, to provide continuous support to relevant governmental institutions on promotion of the women, peace and security agenda and on achieving specific results envisaged in the National Programme. In this respect, during 2018-2021, UN Women provides various types of support to peace and security institutions responsible for the implementation of the NAP 1325, like capacity building on gender equality and WPS, support with the development of relevant mechanisms to combat sexual harassment at the workplace, development of informative and raising awareness materials, assessment of the norms and infrastructure which create gender barriers for women and men to get employed and to retain in security and defence institutions, support in revision of legal framework, including bylaws, from gender equality perspective, support to relevant women’s associations etc.

Bearing in mind that 2021 is the last year of the implementation of NAP 1325 and the new generation of NAP 1325 is expected to be developed and further approved, UN Women committed to embark on Government’s initiative to develop a second generation of the NAP 1325 by providing all the necessary support to the Working Group in this process. Therefore, UN Women intends to contract a team of national consultants to provide expert support to the Working Group on developing the second generation of the NAP 1325.

**Scope of Work:**

Under overall guidance and supervision of the UN Women Programme Officer on WPS and Programme Analyst on Women in Leadership and Governance (WILG) and in coordination with the Deputy Prime Minister and Bureau for Reintegration (BR), the team of national consultants will provide expert support in drafting the second National Program on the implementation the UN SCR 1325 and its Action Plan. The team of national consultants shall be composed of three experts -1 lead consultant, 1 thematic consultant and 1 logistic and secretariat consultant, who will provide support in developing of the new NAP 1325.

**Tasks:**

The following tasks will be undertaken by the three consultants who will provide support in developing of the next generation of NAP 1325:

| **Tasks and activities** | **Estimated workload (workdays)** |
| --- | --- |
| 1. **Common tasks for the lead and thematic consultant:** |  |
| Mapping of all studies/policies/strategies, NAPs in the region, existing in the area of women in peace and security, relevant for the Republic of Moldova context | Up to 3 days  (each) |
| Review the international recommendations from UN mechanisms and CoE evaluation mechanisms for the RoM relevant to the area of women in peace and security | Up to 2 days  (each) |
| Review of the results achieved in Moldova so far in above- mentioned area, including, but not limited to:   * [National Programme on Implementation of UN Security Council Resolution 1325 on Women, Peace and Security for 2018-2021](http://lex.justice.md/md/374810/) (NAP 1325) and its Action Plan; * Evaluation report of the first NAP 1325 and annual reports developed by Bureau of Reintegration. * Law on ensuring equal opportunities between women and men; * Law on ensuring equal opportunities; * National Strategy on Gender Equality for 2017-2021; * National Human Rights Action Plan 2018-2022 * Feasibility study for Ministry of Interior and Ministry of Defence; * Etc. | Up to 4 days  (each) |
| Organizing/conducting meetings with the relevant stakeholders in the process of reviewing the achieved results, drafting and finalizing the National Program and its Action Plan | Up to 3 days (each) |
| Provide support to BR in collecting, all the proposals and suggestions made by Working Group members, revise and structure the collected proposals in order to include them in the draft National Action Plan; | Up to 3 days  (each) |
| Draft and consult relevant NAP priorities for the upcoming period, with the main focus on further mainstreaming/integrating gender perspective in the security and defence sector | Up to 5 days  (each) |
| Draft the second generation of the National Program and its Action Plan according to the provisions of GD nr.386/2020 as well as aligned to the National Development Strategy and SDG 5 and SDG 16 and the informative note. | Up to 15 days  (each) |
| Draft M&E part, with proposed indicators, targets, baselines, data collection sources, responsible institutions, means of verification, estimated costs and sources of funding etc. This will be done through reviews of similar work undertaken earlier, both in Moldova as well as in other countries. When developing M&E part, the national consultants shall take into account the three-tier approach to indicators (available data, data that needs further processing, unavailable data); | Up to 5 days  (each) |
| Address all comments and suggestions presented by the Working Group members and UN Women; | Up to 3 days  (each) |
| Address the proposals and recommendations received in the process of official consultations (table of divergence); | Up to 2 days  (each) |
| Perform any other tasks required to ensure successful development of the draft NAP 1325; | Up to 1 days  (each) |
| Finalize the draft of the National Programme, accompanied by an action plan, justification/informative note and present it to the public for final validation. | Up to 4 days  (each) |
| **Sub-total A** | **Up to 50 days**  **(25 each)** |
| 1. **Distinct tasks for the lead consultant:** |  |
| Ensure the coordination among consultants and UN Women, as well as in report to other parties, as well as keeping permanent communication with UN Women on ongoing process; | Up to 2 days |
| Present the draft NAP to the Working Group members for their feedback, as well as attend other meetings related to the process; | Up to 2 days |
| Provide progress reports to UN Women on undertaken work. | Up to 1 days |
| **Sub-total B** | **Up to 5 days** |
| 1. **Distinct tasks for the logistic and secretariat consultant:** |  |
| Provide support in organization of the meetings of Working Group, by obtaining agreement from concerned parties on date and time, drafting agendas, ensure logistical arrangements (set up the link/ book venue and catering, print all relevant materials, book translators, keep list of participants etc.) | Up to 2 days |
| Provide logistical support for preparation of other meetings related to the process, like broad consultations with civil society; | Up to 2 days |
| Follow-up with the Working Group members on submitting feedback on consultants’ work; | Up to 1 day |
| Provide secretariat support (e.g. drafting minutes of the meetings, etc.); | Up to 1 day |
| Drafting posts for social media, drafting articles and other communications materials (communications materials shall be revised and final approved by UN Women and Bureau for Reintegration) | Up to 1 day |
| Facilitating coordination among consultants and UN Women on logistic arrangements; | Up to 2 day |
| Perform any other tasks required to effectively support the development of the draft NAP 1325. | Up to 1 day |
| **Sub-total C** | **Up to 10 days** |
| **TOTAL (A+B+C)** | **65 Days** |

**Note: The expected duration of the assignment is up to 65 working days jointly for all consultants. The lead consultant is expected to be involved up to 30 working days, the thematic consultant involved is expected to be involved up to 25 working days, and the logistic and secretariat consultant is expected to be involved up to 10 working days. The financial proposals shall be submitted accordingly.**

**Note**: \*In the context of COVID-19 pandemic, the method of meetings/presentations (be it face-to-face or online) will be decided before their de facto organization, based on the recommendations of the national authorities and World Health Organization Country Office.

**Expected deliverables**

The assignment should be carried out within a period of 5 months, not exceeding 65 working days, with the team being responsible for delivering the following outputs:

| **No** | **Activities and Deliverables** | **Estimated workload (workdays)** | **Tentative timeframe for completion of task** |
| --- | --- | --- | --- |
| 1 | A report on the mapping of all national and international studies/policies/strategies, as well as minutes (agendas, intervention materials) from the organization of Working Group meetings and priorities for NAP | *Lead consultant: up to 9 days  Thematic consultant: up to 10 days  Logistic and secretariat consultant: up to 2 days* | *By end-August, 2021* |
| 2 | Draft National Programme and action plan for the upcoming years, including M&E and costing parts with proposed indicators and means of data collection and verification developed and presented | *Lead consultant: up to 14 days  Thematic consultant: up to 10 days Logistic and secretariat consultant: up to 4 days* | *By end-October, 2021* |
| 3 | Finalized draft of the NAP (consolidated based on all provided comments by the Working Group) presented to the WG for final validation and recommendations received in the process of official consultations | *Lead consultant: up to 7 days Thematic consultant: up to 5 days  Logistic and secretariat consultant: up to 4 days* | *By mid- December, 2021* |

All written deliverables should be agreed with UN Women and be provided in Romanian Language, electronic copy.

***Note:*** The mentioned number of working days has been estimated as being sufficient/feasible for the envisaged volume of work to be completed successfully and is proposed as a guideline for the duration of assignment. It cannot and shall not be used as criteria for completion of work/assignment. The provision of envisaged deliverables approved by WILG Programme Analyst and Programme Officer WPS shall be the only criteria for the National Consultant’s (consultants) work being completed and eligible for payment/s.

**Duration of the assignment**

The total duration of this assignment is tentatively planned for up to 65 total working days, during 5 months starting on 20 July, 2021, with entire task being accomplished by 15 December, 2021. The team of consultants is responsible to accomplish the deliverables set up in the table “Activities and Deliverables”.

**Management arrangements**

The team of National Consultants will work under overall guidance and supervision of the UN Women Programme Officer on WPS and the WILG Programme Analyst (certifying officer) and in coordination with the Bureau for Reintegration. **The lead consultant will represent the team of national consultants in report to UN Women and other direct/indirect beneficiaries and parties.**

Contributions: UN Women will provide the selected consultants with all available materials and information for the achievement of tasks. The consultants are expected to work remotely, from his or her own premises using his or her personal computer, internet access, phone and other technical means as required. UN Women will provide all the necessary logistical support, if needed, for the organization of the meetings and consultations.

**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 team of National Consultants, prior to travel and will be reimbursed.

**Performance evaluation**

The National Consultants’ performance will be evaluated against such criteria as: timeliness, responsibility, initiative, communication, accuracy, and quality of the products delivered.

**Financial arrangements**

Payment will be disbursed to the consultant based on deliverables presented, upon submission of the timesheet and reports on deliverables and achieved results and certification by UN Women Programme Analyst that the services have been satisfactorily performed.

**Competences**

**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.

Please visit this link for more information on UN Women’s Core Values and Competencies: <http://www.unwomen.org/-/media/headquarters/attachments/sections/about%20us/employment/un-women-employment-values-and-competencies-definitions-en.pdf>.

**Required Skills and Experience**

***For the lead consultant:***

*Education:*

* Master’s degree in human rights, gender studies, security studies, law and/or other social or economic science related to the areas relevant for the assignment;

*Experience:*

* Minimum 5 years of professional experience working/collaborating with the Government structures in analysing/developing policies or provision of recommendations and/or amendments to national legal framework, including from Gender perspective;
* Minimum 5 years of professional experience in coordinating and managing strategic planning and evaluation processes of policy documents;
* Proven experience in developing research, policies, security-related studies, etc. in the field of Women, Peace and Security. Track record of cooperation with security and/or defence sector institutions required;
* Work experience with international organizations, including UN agencies, will be considered an asset.

*Language skills:*

* Excellent verbal and written Romanian and Russian languages. Working knowledge of English language is an advantage.

***For the thematic consultant:***

*Education:*

* Master’s degree in human rights, gender studies, development studies, law and/or other social or economic science related to the areas relevant for the assignment;

*Experience:*

* Minimum 5 years of professional experience working/collaborating with the Government sectors in assisting/supporting drafting policy recommendations/ documents/ reports, including from Gender perspective;
* Minimum 3 years of professional work experience in the field of gender equality and human rights;
* Proven experience in developing researches, policies, studies, etc. in the field of gender equality and/or women in peace and security ;
* Work experience with international organizations, including UN agencies, will be considered an asset.

*Language skills:*

* Excellent verbal and written Romanian and Russian languages. Working knowledge of English language is an advantage.

***For the logistic and secretariat consultant:***

*Education:*

* University degree in human rights, gender studies, public relations, development studies, law and/or other social or economic science related to the areas relevant for the assignment;

*Experience:*

* Minimum 3 years of proven experience in assisting with logistical and secretariat support, including in assisting/collaborating with the Governmental structures;
* Minimum 2 years of proven work experience in the field of gender equality, human rights and development;
* Work experience with international organizations, including UN agencies, will be considered an asset.

*Language skills:*

* Excellent verbal and written Romanian and Russian languages. Working knowledge of English language is an advantage.

**Application Procedure**

Interested candidates are invited to submit their online applications by 20 May, 2021 with the following documents.

* Duly filled **Personal History** Form (P-11 form) - including past experience in similar assignments; can be downloaded at <http://www.unwomen.org/about-us/employment>, a signed copy should be submitted;
* **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** (in MDL) - specifying an all-inclusive fixed total contract price, supported by a breakdown of costs as per template provided.

**Note:** Consultants can apply individually for either of the 3 positions announced, or as a team. However, each consultant will be assessed separately against the criteria described below in this ToR.

***In July 2010, the United Nations General Assembly created UN Women, the United Nations Entity for Gender Equality and the Empowerment of Women.  The creation of UN Women came about as part of the UN reform agenda, bringing together resources and mandates for greater impact. It merges and builds on the important work of four previously distinct parts of the UN system (DAW, OSAGI, INSTRAW and UNIFEM), which focused exclusively on gender equality and women's empowerment.***

***The United Nations in Moldova is committed to workforce diversity. Women, persons with disabilities, Roma and other ethnic or religious minorities, persons living with HIV, as well as refugees and other non-citizens legally entitled to work in the Republic of Moldova, are particularly encouraged to apply.***

**Evaluation of Applicants:**

For evaluation of short-listed candidates, a cumulative analysis scheme will be applied with a total score being obtained upon the combination of weighted technical and financial attributes. Cost under this method of analysis is rendered as an award criterion, which will be 30% out of a total score of 500 points.

Evaluation of submitted offers will be done based on the following formula:



|  |  |
| --- | --- |
| where: *T* | is the total technical score awarded to the evaluated proposal (only to those proposals that pass 70% of maximum 350 points obtainable under technical evaluation); |
| *C* | is the price of the evaluated proposal; |
| *Clow* | is the lowest of all evaluated proposal prices among responsive proposals; and |
| *X* | is the maximum financial points obtainable (150 points) |

Technical evaluation will be represented through desk review of applications.

1. **Technical Evaluation**: The technical part is evaluated on the basis of its responsiveness to the Terms of Reference (TOR).

|  |  |  |
| --- | --- | --- |
| **Nr.** | **Criteria for the lead consultant** | **Maximum points** |
| **1.** | Master’s degree in human rights, gender studies, security studies, law and/or other social or economic science related to the areas relevant for the assignment.  (*Master– 60 pts; PhD- 70 pts)* | 70 |
| **2.** | Minimum 5 years of professional experience working/collaborating with the Government structures in analysing/developing policies or provision of recommendations and/or amendments to national legal framework, including from Gender Perspective  (*Up to 5 years- 0 pts,* 5 *years –70 pts, each year over 5 years – 10 pts, up to a max of 100 pts)*; | 100 |
| **3.** | Minimum 5 years of professional experience in coordinating and managing strategic planning and evaluation processes of policy documents  (*Up to 5 years- 0 pts,* 5 *years –50 pts, each year over 5 years – 10 pts, up to a max of 90 pts)*; | 90 |
| **4.** | Proven experience in developing researches, policies, studies, etc. in the field of women in peace and security  *(Up to 60)* | 60 |
| **4.** | Work experience with international organizations, including UN agencies, will be considered an asset  *(Up to 30)* | 30 |
|  | **Maximum total technical scoring:** | 350 |

|  |  |  |
| --- | --- | --- |
| **Nr.** | **Criteria for the thematic consultant** | **Maximum points** |
| **1.** | Master’s degree in human rights, gender studies, development studies, law, statistics and/or other social or economic science related to the areas relevant for the assignment  (*Master– 50 pts; PhD- 60 pts)* | 60 |
| **2.** | Minimum 5 years of professional experience working/collaborating with the Government sectors in assisting/supporting drafting policy recommendations/documents/ reports, including from Gender perspective.  (*Up to 5 years- 0 pts,* 5 *years –70 pts, each year over 5 years – 10 pts, up to a max of 110 pts)*; | 110 |
| **3.** | Minimum 3 years of professional work experience in the field of gender equality and human rights.  (*Up to 3 years- 0 pts,* 5 *years –50 pts, each year over 5 years – 10 pts, up to a max of 90 pts)*; | 90 |
| **4.** | Proven experience in developing researches, policies, studies, etc. in the field of gender equality and/or women in peace and security  *(Up to 60)* | 60 |
| **5.** | Work experience with international organizations, including UN agencies, will be considered an asset  *(Up to 30)* | 30 |
|  | **Maximum total technical scoring:** | 350 |

|  |  |  |
| --- | --- | --- |
| **Nr.** | **Criteria for the logistic and secretariat consultant** | **Maximum points** |
| **1.** | University degree in human rights, gender studies, public relations, development studies, law and/or other social or economic science related to the areas relevant for the assignment  (*Bachelor– 50 pts; Master’s- 60 pts)* | 60 |
| **2.** | Minimum 3 years of proven experience in assisting with logistical and secretariat support, including in assisting/collaborating with the Governmental structures  (*Up to 3 years- 0 pts,* 3 *years –80 pts, each year over 3 years – 10 pts, up to a max of 120 pts)*; | 120 |
| **3.** | Minimum 2 years of proven work experience in the field of gender equality, human rights and development  (*Up to 2 years- 0 pts,* 2 *years –80 pts, each year over 2 years – 10 pts, up to a max of 120 pts)*; | 120 |
| **4.** | Work experience with international organizations, including UN agencies, will be considered an asset  *(Up to 50)* | 50 |
|  | **Maximum total technical scoring:** | 350 |

1. **Financial evaluation:**

*In the Second Stage, the financial proposal of candidates, who have attained minimum 70% score in the technical evaluation (at least 245 points), will be compared.*

**WINNING CANDIDATE**

The winning candidate will be the candidate, who has accumulated the highest aggregated score (technical scoring + financial scoring).

Annex I: Price Proposal Guideline and Template

The prospective National Consultant should take the following explanations into account during submission of his/her price proposal.

# **Daily fee**

The daily price proposal should indicate a "lump sum amount" which is "all-inclusive"; All costs (professional fees, communications, consumables during field related missions, etc.) that could possibly be incurred by the Contractor needs to be factored into the proposed price.

UN Women will not withhold any amount of the payments for tax and/or social security related payments. UN Women shall have no liability for taxes, duties or other similar charges payable by the Individual Contractor in respect of any amounts paid to the Individual Contractor under this Contract, and the Contractor acknowledges that UN Women will not issue any statements of earnings to the Individual contractor in respect of any such payments.

# **Travel costs**

UN Women will not cover transportation cost within Chisinau.

# **Daily Subsistence Allowance**

Not applicable.

# **Currency of the price proposal**

The applicants are requested to submit their price proposals in MDL. In case of proposals in other currency, these shall be converted into MDL using the official UN exchange rate for currency MDL conversion to MDL at the date of applications’ submission deadline.

### Annex II: Price Proposal Submission Form

**To:** United Nations Entity for Gender Equality and the Empowerment of Women

**Ref: Team of three national consultants to provide expert support on drafting the second generation of the National Program on implementation of the UN SCR 1325**

Dear Sir / Madam,

I, the undersigned, offer to provide professional consulting services to UN Women within the scope of the referred Assignment.

Having examined, understood and agreed to the Terms of Reference and its annexes, the receipt of which are hereby duly acknowledged, I, the undersigned, offer to deliver professional services, in conformity with the Terms of Reference.

My maximum total price proposal for the assignment is given below:

|  |  |
| --- | --- |
| **Deliverables** | **MDL** |
| **Daily fee all inclusive** |  |
| **Total price** |  |

I confirm that my financial proposal will remain unchanged. I also confirm that the price that I quote is **gross**, and is inclusive of all legal expenses, including but not limited to social security, income tax, pension, etc., which shall be required applicable laws.

I agree that my proposal shall remain binding upon me for 30 days.

I understand that you are not bound to accept any proposal you may receive.

[Signature]

Date:

Name:

Address:

Telephone/Fax:

Email: