

TERMS OF REFERENCE

for a team of three national consultants to support customizing and piloting a diagnostic tool on detecting stigma and discrimination against women with disability

- 1 team leader/coordinator, with expertise in gender equality
- 1 consultant with background and expertise in the field of disability
- 1 consultant with technical skills in sociology, human rights etc.

Location:	Chisinau, Republic of Moldova
Type of contract:	Individual Consultant - Special Service Agreement (SSA)
Languages required:	Fluency in Romanian; Working knowledge of English and Russian
Duration of the contract:	Up to 45 working days for team leader; up to 35 days for team members, from April 2022 until the end of December 2022
Programme:	Addressing stigma, discrimination and violence for empowering women with disabilities in Moldova implemented jointly by UN Women and UNDP

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. Placing women's rights at the centre of all its efforts, UN Women leads and coordinates the United Nations system efforts to ensure that commitments on gender equality and gender mainstreaming translate into action throughout the world.

Through its programmes and projects, UN Women is providing technical assistance to national partners (governmental and non-governmental), including private sector, in the implementation of existing international and national commitments to women's rights and gender equality, it facilitates networking and exchange of good practices and advocates for women's rights and gender equality in all areas of life.

UN Women 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 is guided by its [Country Strategic Note for 2018-2022](#), aligned with [the Republic of Moldova–United Nations Partnership Framework for Sustainable Development 2018–2022](#), [the Global Strategic Plan of UN Women for 2018-2021](#), the [National Strategy on Gender Equality for 2017-2021 \(NSGE\)](#), and aims to contribute to the gender-responsive implementation of the [2030 Agenda for Sustainable Development](#).

[UN Women Strategy for Moldova 2018-2022](#) focuses on three main areas: 1) strengthening women's participation in politics and decision making, 2) economic empowerment of women and 3) ending violence against women and girls. To achieve progress under these areas, UN Women works with a variety of national and international partners and as part of different national and regional initiatives.

United Nations Development Programme (UNDP) works in nearly 170 countries and territories, including the Republic of Moldova, helping to achieve the eradication of poverty, and the reduction of inequalities and exclusion by supporting countries to develop policies, leadership skills, partnering abilities, institutional capabilities and build resilience to sustain development results.

UNDP in Moldova is guided by its Country Programme Document, and the UN-Moldova Development Assistance for 2018-2022, which is in line with the priorities of the Government of Moldova.

In a rapidly changing global environment, the work of UNDP and the broader UN family aligns with the new national development vision and sector strategies. UNDP Moldova's country programme for 2018–2022 has three major focus areas (Inclusive growth, Effective governance, Climate change, environment and energy) and three cross-cutting areas (Gender equality, Crisis response, Development impact).

UN Women, UNDP work closely with other UN agencies in Moldova, under the leadership of the UN Resident Coordinator, to support efforts by the Government, Parliament, civil society, media and communities to promote gender equality and the empowerment of women. Relying and complying with key global norms and standards, such as the Beijing Declaration and Platform for Action, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the agencies seek to eliminate and prevent intersectional discrimination affecting women with disabilities.

As part of the ongoing efforts to combat gender-based violence, to increase the implementation of Sustainable Development Goals and to advance the implementation of the Convention on the Rights of Persons with Disabilities, the United Nations Development Programme (UNDP) and UN Women have launched a global initiative to respond to the growing intersectional inequalities faced by women and girls with disabilities, entitled "Addressing stigma and discrimination for empowering women and girls with disabilities and protecting them from violence" in four countries: Moldova, Palestine, Pakistan and Samoa.

Considering the growing intersectional inequalities and barriers women and girls with disabilities face, the project aims at supporting rights holders and duty bearers to identify the drivers of inequality and impact of stigma and discrimination against women and girls with disabilities. This will be ensured by contextualizing and piloting in Moldova a global diagnostic tool to inform evidence-based decision making, as well as designing and piloting of behavioural insights-informed interventions seeking to changing behaviours rooted in stigma and discrimination against women and girls with disabilities. This project is implemented with the support of the UN Partnership on the Rights of Persons with Disabilities (UNPRPD) through UNDP's Global Programme on Strengthening the Rule of Law and Human Rights for Sustaining Peace and Fostering Development and UN-Women's Global Portfolio on Disability Inclusion and Intersectionality.

The project is based on a victim-centered and evidence-based approach, that fully takes into account the voices and experiences of women and girls with disabilities victims and survivors of stigma, violence and discrimination. The project's strategy will ensure a participatory approach, by effectively engaging stakeholders in the planning, designing, implementation, monitoring and evaluation of the project. A critical component in the programme is developing tools to detect and assess stigma and discrimination against women with disabilities.

RATIONALE

Persons with disabilities (PWDs) in general experience stigma and discrimination driven by various attitudinal, environmental and institutional barriers, prejudice and stereotypes, that are amplified by the COVID-19 pandemic. Persons with disabilities face discrimination and other barriers in accessing livelihood and income support, participating in online forms of education, and seeking protection from violence. Women and girls with disabilities experience double discrimination, which places them at higher risk of gender-based violence, sexual abuse, neglect, maltreatment and exploitation. Women and girls with disabilities are far more likely to be victims of violence, and particularly of domestic and sexual exploitation, and estimates show that women with disabilities are 1.5 to 10 times more likely to be abused than non-disabled women.¹

Tools to identify and quantify stigma and discrimination, its causes, manifestations and impacts, are critical to ensure targeted and evidence-based approaches to addressing stigma and discrimination. Such tools have been well developed and standardized by the UN in other sectors such as HIV/AIDS. In relation to persons with disabilities,

¹ Human Rights Watch: Human Rights for Women and Children with Disabilities (2012)

there is scope for consolidating the lessons learned from these and for developing global tools which can be used by Organizations of Persons with Disabilities (OPDs) and others to advocate for more effective policies and interventions to address stigma and discrimination.

PWDs in Moldova² face multiple challenges in exercising their rights and experience difficulties in accessing essential services. Disability is largely perceived in Moldova as a health condition. Thus, the current system for disability assessment and referral does not contribute to the empowerment of PWDs to advance the enjoyment of rights, access to services and prevention of all forms of discrimination. The perceptions and stereotypes regarding disability vary greatly depending on whether a person interacts with people with disabilities in everyday life. PWDs are accepted by the community as ‘a neighbor’ (persons with mental or intellectual disabilities) or as ‘a friend’ (person with a physical disability). The social distance index (0 to 6, the lower, the better), measured based on the Bogardus social distance scale, places the people with mental and intellectual disabilities (2.6) above the average social distance (2.4), while people with physical disabilities (1.7) are below the average. At the same time, 16% of respondents-people with disabilities associate the disability with ‘discrimination’.³ As per the Equality Council practice, gender and disability accounts for circa 39% of discrimination complaints solved in 2019. 54% of disability related discrimination cases refers to the access to public goods and services.⁴ In the Republic of Moldova as in other countries, key drivers of stigma and discrimination against persons with disabilities (PWD) include environmental and attitudinal barriers. Stigma and discriminatory practices have a substantial impact on the lives of PWD – whose number has tended to increase overtime, as they are faced with important difficulties in accessing services – including education – and employment. This is only compounded by environmental obstacles brought about by the protracted humanitarian and occupation context, which tend to disproportionately affect women.

According to the data of [sociological study](#) conducted by CSOs on the impact of the pandemic on the rights of persons with disabilities, more than 50% of households with persons with disabilities were economically and socially affected. Reductions of already low incomes and higher spending caused by the pandemic, led to greater impoverishment of persons with disabilities, especially women with disabilities, due to the pre-existing gender inequalities.

In this context, UN Women and UNDP intend to engage a team of three national consultants (one consultant with expertise in gender equality, one in the field of disability, and one in sociological studies) to support the customization and piloting phase of the tool. At the country level in Moldova, the joint initiative will be closely implemented with the Ministry of Labour and Social Protection and CSOs invested on this front.

SCOPE OF WORK

The main objective of this consultancy is to provide technical and expertise support to country programme team in customizing, piloting a diagnostic tool which will be developed at global level, on detecting stigma and discrimination against women with disability, and conducting capacity building for duty bearers and right holders on the tool. The activity of the group of three national consultants will consist of providing technical assistance, guidance, facilitation, coordination and regular exchange of knowledge and expertise with the relevant national authorities, country programme team and international consultants.

² About 176K persons with disabilities (or circa 6.6% of the population) live in Moldova. Women and girls with disabilities represent circa 49%. <https://statistica.gov.md/newsview.php?l=ro&idc=168&id=6516>

³ Equality Council, *Study on perceptions and attitudes towards equality* (2018), <http://egalitate.md/wp-content/uploads/2016/04/Studiu-privind-percep--iile.pdf>

⁴ http://egalitate.md/wp-content/uploads/2016/04/Raport_CPEDAE_2019_-English-1.pdf

More specifically, the team of three national consultants will be responsible for the following tasks:

	Tasks and activities	Estimated workload (workdays)	Estimated workload for team leader	Estimated workload for consultant with background and expertise in the field of disability	Estimated workload for consultant with technical skills in sociology, human rights etc
1.	Develop the work plan and methodology for the assignment.	Up to 3 days	Up to 1 days	Up to 1 day	Up to 1 day
2.	Desk research of relevant information/materials on intersectional discrimination, innovative tools such as design thinking, user journey on accessing VAW services	Up to 9 days	Up to 3 days	Up to 3 days	Up to 3 days
3	Ensure coordination of the tasks with other national consultants and international consultants	Up to 2 days	Up to 2 days	-	-
4.	Provide feedback to the group of international consultants on the draft tool shared for national consultations.	Up to 9 days	Up to 3 days	Up to 3 days	Up to 3 days
5.	Lead and support the national customization process of the tool through full coordination with the country programme team and the MLSP, and design a work plan for the piloting phase.	Up to 10 days	Up to 4 days	Up to 3 days	Up to 3 days
6	Provide technical support to the national team and the group of international consultants in collecting relevant information, developing agendas/ invitations/ ensure translation of relevant documents as	Up to 13 days	Up to 3 days	Up to 5 days	Up to 5 days

	per request and provide support in other tasks, activities related to the assignment				
7.	Develop content (toolkit) and methodology for the implementation of the training sessions for professionals and right holders by applying international standards and norms on gender equality and disability and explore existing ones at national level.	Up to 10 days	Up to 4 days	Up to 3 days	Up to 3 days
8.	Conduct the training sessions for up to 50 duty bearers and at least 20 right holders	Up to 16 days	Up to 6 days	Up to 5 days	Up to 5 days
9.	Organize and facilitate meetings and consultations where necessary (to be decided in consultation with UN Women, UNDP).	Up to 6 days	Up to 2 days	Up to 2 days	Up to 2 days
10.	Draft reports of the training sessions, meetings and consultations. The reports should contain the main proposals, challenges and recommendations, as well as the final evaluation of the training courses.	Up to 16 days	Up to 6 days	Up to 5 days	Up to 5 days
11.	Participate in virtual webinars to share experiences on the initial pilots of the diagnostic tool.	Up to 6 days	Up to 2 days	Up to 2 days	Up to 2 days
12.	Producing a report with main findings and recommendations with the aim to inform strategic engagement and policymaking as well as the development of the <i>global tool</i> .	Up to 7 days	Up to 3 days	Up to 2 days	Up to 2 days

13.	Keep abreast of the communication with all involved partners in order to ensure smooth implementation and coordination of the project activities	Up to 2 days	Up to 2 days	-	-
14	Ensure the quality of inputs provided by all team members, comments, materials, etc.	Up to 2 days	Up to 2 days	-	-
15.	Final report summarising consolidated and finalised knowledge, lessons learned, including a revised tool and intervention.	Up to 4 days	Up to 2 days	Up to 1 days	Up to 1 days
	Total:	Up to 115 days	45 days	35 days	35 days

Team leader will be responsible for coordination of the work, ensuring that coherent sets of documents are produced in line with the set objectives of the assignment.

DELIVERABLES AND TIMEFRAME

The assignment should be carried out within a period of 9 months, not exceeding 45 working days/team leader, 35 working days for other 2 consultants, with the incumbents being responsible for delivering the following outputs:

- Short quarterly reports in English on major tasks performed and the results provided by each consultant, including detailed descriptions of carried out activities and provided support, collected data, recommendations provided, etc. Relevant supporting materials to the report to be attached (agenda, etc.)
- Final joint report on assignment, with lessons learned.

DURATION:

It is expected that the assignment will start in **April, 2022** and will be completed by **December, 2022**.

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 the UN Women and UNDP teams shall be the only criteria for Consultants' work being completed and eligible for payment/s.

MANAGEMENT ARRANGEMENTS

The team of three national consultants will be working under the supervision of the UN Women and UNDP Programme Analysts and in collaboration with the public authorities and international consultants. The Consultants will not be located in the premises of UN Women or UNDP and will have to work remotely. However, the consultants are expected to have biweekly coordination meetings with the Programme Analysts and participate in relevant UN Women, UNDP thematic meetings. Separate contracts will be signed with each consultant, members of the team, with UN Women. The cost of the consultancy will be co-shared between the agencies.

TRAVEL

No travels are envisaged under the current assignment. In the case of unforeseeable travel, UN Women will ensure transportation outside Chisinau. All travels shall be coordinated with the Programme Analysts.

PERFORMANCE EVALUATION

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

All reports must be provided in English, electronically.

FINANCIAL ARRANGEMENTS

Payment will be disbursed on quarterly basis, upon submission and approval of the reports on deliverables and achieved results and certification by the supervisor that the services have been satisfactorily performed.

REQUIRED SKILLS AND EXPERIENCE

Specific requirements for the team leader:

Education:

1. Master's degree in human rights, sociology, gender studies, public relations, development studies, public health and/or other social science related areas relevant for the assignment;
2. Additional trainings in one of the areas relevant for the assignment would be an asset;

Work experience:

- 1) At least three (3) years of proven work experience in gender equality and/or any other field related to this assignment: eliminating violence against women and girls, human rights and development, etc;
- 2) At least 2 similar experiences in designing and delivering trainings and capacity building for various groups, with a special focus on such topics as gender equality and women's rights;
- 3) Collaboration with public authorities in coordinating initiatives in the field of gender equality, human rights, eliminating violence against women would be considered as an asset;
- 4) At least two (2) years of experience as a team/group leader/manager in undertaking assignments in the field of gender equality;
- 5) Previous successful collaboration with international organizations, especially UN agencies, would be considered as an asset.

Language Requirements:

- 6) Fluency in written and oral Romanian. Fluency in English. Working language of Russian is required.

Specific requirements for the consultant with expertise in the field of disability:

Education:

- 1) Master's degree in human rights, sociology, gender studies, public relations, development studies, public health and/or other social science related areas relevant for the assignment;
- 2) Additional trainings in one of the areas relevant for the assignment would be an asset (gender equality, disability).

Experience:

- 1) At least five (5) years of proven work experience in initiatives/projects in the field of disability;
- 2) At least two (2) years of proven experience in conducting policies and practices analysis in the field of disability, would be considered as an asset;
- 3) At least two (2) similar experiences in designing and delivering trainings and capacity building for various groups, with a special on the field of disability;
- 4) Collaboration with public authorities in coordinating initiatives and implementing strategies in the field of gender equality, human rights, eliminating violence against women, disability would be considered as an asset;
- 5) Previous successful collaboration with international organizations, especially UN agencies, would be considered as an asset.

Language Requirements:

- 6) Fluency in written and oral Romanian. Working language of English and Russian is required.

Specific requirements for the consultant with expertise in the field of in sociological research:

Education:

- 1) Advanced degree in statistics, social studies, law, policy analysis, development studies and/or other social or economic science related to the area relevant for the assignment;
- 2) Other formal education relevant for the assignment is an asset.

Experience:

- 1) At least 5 years of working experience in conducting sociological researches
- 2) At least 1 year of proven experience in working with data in the area of domestic violence, violence against women in the Republic of Moldova, or in the area of disability
- 3) Collaboration with public authorities in coordinating initiatives in the field of gender equality, human rights, eliminating violence against women would be considered as an asset;
- 4) Previous successful collaboration with international organizations, especially UN agencies, would be an asset.

Language skills:

- 5) Fluent in Romanian and English. Working knowledge of Russian will be considered an asset.

Values and competencies

Core Values:

- Integrity
- Professionalism
- Cultural sensitivity and respect for diversity
- Gender sensitiveness and empathy towards women's rights issues
- Respect for UN principles

Core Competencies:

- Communication
- Planning and organizing
- Organizational awareness
- Team working ability
- Accountability

- Leadership

EVALUATION PROCEDURE

Interested candidates are invited to submit their online application with the following documents:

- 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 – specifying a total lump sum amount for the task specified in Terms of References. The Financial proposal shall include a breakdown of this lump sum amount (daily rate). Please see ANNEX I and ANNEX II.

Initially, individual national consultants will be short-listed based on the following minimum qualification criteria:

Minimum qualification criteria for team leader:

- Master's degree in human rights, sociology, gender studies, public relations, development studies, public health and/or other social science related areas relevant for the assignment
- At least three (3) years of proven work experience in gender equality and/or any other field related to this assignment: eliminating violence against women and girls, human rights and development, etc;
- At least 2 similar experiences in designing and delivering trainings and capacity building for various groups, with a special focus on such topics as gender equality and women's rights;
- At least two (2) years of experience as a team/group leader/manager in undertaking assignments in the field of gender equality

Minimum qualification criteria for consultant with expertise in the field of disability:

- 1) Master's degree in human rights, sociology, gender studies, public relations, development studies, public health and/or other social science related areas relevant for the assignment;
- 2) At least five (5) years of proven work experience in initiatives/projects in the field of disability;
- 3) At least two (2) similar experiences in designing and delivering trainings and capacity building for various groups, with a special focus on the field of disability.

Minimum qualification criteria for consultant with expertise in the sociological research:

- 1) Advanced degree in statistics, social studies, law, policy analysis, development studies and/or other social or economic science related to the area relevant for the assignment;
- 2) At least 5 years of working experience in conducting sociological researches
- 3) At least 1 year of proven experience in working with data in the area of domestic violence, violence against women in the Republic of Moldova, or in the area of disability

The short-listed individual national consultants will be further evaluated based on a cumulative analysis scheme, 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:

$$B = T + \frac{C_{low}}{C} \times X$$

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 and further interview will be organized, if needed.

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

TEAM LEADER:

No.	Criteria for technical evaluation	Max. points
1.	Master's degree in human rights, sociology, gender studies, public relations, development studies, public health and/or other social science related areas relevant for the assignment. Additional trainings in one of the areas relevant for the assignment would be an asset. (50 pts for Master degree, up to 30 points for additional trainings in one of the areas relevant for the assignment - gender equality, disability).	80
2.	At least three (3) years of proven work experience in gender equality and/or any other field related to this assignment: eliminating violence against women and girls, human rights and development, etc; (3 years – 40 points, each year over 3 years – 10 points, up to a maximum of 80 pts)	80
3.	At least 2 similar experiences in designing and delivering trainings and capacity building for various groups, with a special focus on such topics as gender equality and women's rights; (2 trainings – 40 points, each additional similar experience – 10 points, up to a maximum of 70 points)	70
4.	Collaboration with public authorities in coordinating initiatives in the field of gender equality, human rights, eliminating violence against women would be considered as an asset; (1 year – 10 points, each year over 1 year - 10 points, up to a maximum of 30 points)	30
5.	At least 1 year of experience as a team/group leader/manager in undertaking assignments in the field of gender equality; (1 year – 10 points, each year over 1 year – 10 points, up to a maximum of 30 points)	30
6.	Previous successful collaboration with international organizations, especially UN agencies, would be an asset. (1 year – 10 points, up to a maximum of 30 points)	30
7.	Fluency in written and oral Romanian. Fluency in English. Working language of Russian is required. (Each language – 10 points)	30
	Maximum total technical scoring:	350

CONSULTANT WITH EXPERTISE IN THE FIELD OF DISABILITY:

No.	Criteria for technical evaluation	Max. points
1.	Master's degree in human rights, sociology, gender studies, public relations, development studies, public health and/or other social science related areas relevant for the assignment. Additional trainings in one of the areas relevant for the assignment would be an asset. (50 pts for Master degree, up to 30 points for additional trainings in one of the areas relevant for the assignment - gender equality, disability).	80
2.	At least five (5) years of proven work experience in initiatives/projects in the field of disability; (5 years – 40 points, each year over 5 years – 10 points, up to a maximum of 80 pts)	80
3	At least two (2) years of proven experience in conducting policies and/or practices analysis in the field of disability, would be considered as an asset; (2 years – 30 points, each year over 1 year - 10 points, up to a maximum of 0 points)	50
4.	At least two (2) similar experiences in designing and delivering trainings and capacity building for various groups, with a special on the field of disability (2 trainings – 30 points, each additional similar experience – 10 points, up to a maximum of 60 points)	60
5.	Collaboration with public authorities in coordinating initiatives and implementing strategies in the field of gender equality, human rights, eliminating violence against women, disability would be considered as an asset; (1 year – 10 points, each year over 1 year - 10 points, up to a maximum of 30 points)	30
6.	Previous successful collaboration with international organizations, especially UN agencies, would be an asset. (1 year – 5 points, up to a maximum of 20 points)	20
7.	Fluency in written and oral Romanian. Working language of English and Russian is required. (Each language – 10 points)	30
Maximum total technical scoring:		350

CONSULTANT WITH EXPERTISE IN THE FIELD OF IN SOCIOLOGICAL RESEARCH:

No.	Criteria for technical evaluation	Max. points
1.	Advanced degree in statistics, social studies, law, policy analysis, development studies and/or other social or economic science related to the area relevant for the assignment; Other formal education relevant for the assignment is an asset. (50 pts for Master degree, up to 30 points for additional trainings in one of the areas relevant for the assignment - gender equality, disability).	80

2	At least 5 years of working experience in conducting sociological researches (5 years – 40 points, each year over 5 years – 10 points, up to a maximum of 90 pts)	90
3	At least 1 year of proven experience in working with data in the area of domestic violence, violence against women in the Republic of Moldova, or in the area of disability (1 year – 30 points, each year over 1 year – 10 points, up to a maximum of 80 pts)	80
4.	Collaboration with public authorities in coordinating initiatives in the field of gender equality, human rights, eliminating violence against women would be considered as an asset; (1 year – 10 points, each year over 1 year - 10 points, up to a maximum of 40 points)	40
6.	Previous successful collaboration with international organizations, especially UN agencies, would be an asset. (1 year – 10 points, up to a maximum of 30 points)	30
7.	Fluent in Romanian and English. Working knowledge of Russian will be considered an asset. (Each language – 10 points)	30
Maximum total technical scoring:		350

B) 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 candidates

The winning candidates will be the candidates who have accumulated the highest aggregated score (technical scoring + financial scoring).

Please note that only applicants who are shortlisted will be contacted.

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.

Annex I: Price Proposal Guideline and Template

The prospective Individual National Consultants should take the following explanations into account during submission of their price proposal.

1. 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.

2. Travel costs

No travels are envisaged under the current assignment. In the case of unforeseeable travel, UN Women will ensure transportation outside Chisinau.

3. Daily Subsistence Allowance

Not applicable.

4. 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 support the customizing and piloting a diagnostic tool on detecting stigma and discrimination against women with disability

Dear Sir / Madam,

We, 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, we, the undersigned, offer to deliver professional services, in conformity with the Terms of Reference.

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

Deliverables	MDL
Daily fee all inclusive	
Total price for working days	

We confirm that my financial proposal will remain unchanged. We also confirm that the price that we 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.

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

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

[Signature]

Date:

Name:

Address:

Telephone/Fax:

Email: