



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.

Violence against women (VAW) is one of the most widespread, persistent and devastating human rights violations in our world today. It is a major obstacle to the fulfilment of women's and girls' human rights and to the achievement of the 2030 Agenda for Sustainable Development. In Moldova, as in the region and around the world, it affects individuals regardless of the context, culture, or their socio-economic status, with serious repercussion for women, their families, and society in general. According to the Moldovan national study "Violence against Women in the Family", carried out by the National Bureau of Statistics, and commissioned by UN Moldova in 2011, 63% of women above 15 years old experience some form of violence (psychological, physical, sexual, and economic) from a husband/partner during their lifetime. Despite significant progress, including in the area of legal and policy reforms, research, and awareness raising campaigns, the prevalence of VAW in Moldova remains high. Taking into consideration the abovementioned aspects, it is important to highlight the key role that Civil Society Organizations (CSOs) play in the prevention and elimination of violence against women at national, regional and international levels.

Women and girls constitute more than half of Moldova's population, yet they are under-represented in the structures that make key decisions affecting their lives. Guided by its Strategic Note, UN Women provides extensive support to relevant national and local stakeholders to ensure promotion of women's leadership and women's meaningful political participation. Although in the last few years Moldova has made some significant progress in advancing women's political participation by adopting a number of important legislative amendments, like introducing 40% gender quota and placement provisions for political parties' candidates lists, adoption of 14 days paid paternal leave, defining sexist speech and sexist advertising and sanctioning them, women still face a lot of barriers when it comes to their participation in decision-making process. Through advocacy, keeping decision makers accountable, raising awareness about prevailing stereotypes and biases towards women in leadership demanding bolder policy changes towards achieving gender parity in leadership and governance at all levels, the voice and role of the Civil society is thus a critical one in advancing the country's gender equality and women's empowerment agenda forward.

Another important area of UN Women's intervention relates to the provision of extensive support to relevant national and local stakeholders in mainstreaming of gender equality in the security and defence sector. The barriers faced by women upon entering and advancing in the security field and in the peace, security and dialogue processes aimed at enhancing the overall social cohesion in the country, are similar with the prejudices regarding women's physical force, behaviour in extreme situations, which are leading to an overall downplaying of the women's importance in defining and pursuing the country's security agenda at large. Under its "Gender Equality in Peace and Security Sector" area, UN Women is committed to provide continuous support to strengthen institutional capacities on gender mainstreaming and advancing the WPS agenda as per National Programmes.

Therefore, Civil Society plays a significant role in acting like watchdogs to monitor gender mainstreaming by national and local authorities, in contribution to changing the societal perception on the roles women and men play in society and within the family, and in advocacy efforts to support gender-sensitive policy making. For a long period of time,

UN Women was engaged in supporting civil society to strengthen their skills and capacities to act as a unique voice in front of authorities and to provide adequate and qualitative essential services to women and girls survivors of gender-based violence. Thus, UN Women supported the creation of the Gender Equality Platform - an informal network consisting of 34 NGOs and individuals, aimed at promoting gender equality as well as the National Coalition Life Without Family Violence, consisted of 23 NGOs with the aim to advocate for the prevention and elimination of violence against women and girls in the Republic of Moldova. Both networks are recognized by the stakeholders as pivotal actors in promoting gender equality and elimination of violence against women and girls taking into consideration a large variety of programs and interventions undertaken since their establishment.

Acknowledging the role CSOs play in the process of producing change at local and national level by contributing to raising awareness of general population on gender inequalities and women's rights and to advocating with public authorities to adopt VAW legislation, service creation and service delivery, UN Women intends to continue to provide support to CSOs in strengthening their internal capacities to be equipped with enough tools and resources to advocate for better respect of women's rights at local and national levels and to deliver efficient services to those in need.

Under this call, UN Women intends to support the organizational development of civil society organizations at local and national level to enable them to advocate for elimination of violence against women and girls and advance gender equality and women's empowerment. The envisaged grants will bring a transformative change to the CSOs that will be supported to develop gender-sensitive internal policies and integrate gender equality in their internal structures and will subsequently promote the culture of tolerance, equality, and non-discrimination in the country.

### General Overview of the Advertisement

The United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) Moldova Office plans to award small grants to eligible Civil Society Organizations in the range of USD 5,000 to USD 10,000. **Small Grants are intended exclusively to finance a limited range of eligible activities to support the development or strengthening of CSOs' institutional capacities.**

UN Women invites eligible applicants to submit **Small Grants applications** for the eligible activities, as elaborated in this advertisement. UN Women will consider awarding several Small Grants based on available funds under EVAW and WILG areas.

This advertisement forms the basis for applying for Small Grants. It must neither be construed as a Small Grant agreement nor as a confirmation of a Small Grant awarded by UN Women to any entity. Consequently, UN Women is not liable for any financial obligations, or otherwise, incurred by any entity in responding to this advertisement. UN Women will not approve such costs as part of any Small Grant budget, and an awardee must not use the Small Grant to cover such costs.

**UN Women is targeting CSOs in the context of Eliminating Violence Against Women and Women in Leadership and Governance Impact Areas.**

### Eligibility criteria

The applicant must be a Civil Society Organization<sup>1</sup> (CSO) legally established and operating across the country. The applicant may apply if it:

- is a legally registered CSO in operation for at least 3 (three) years;

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<sup>1</sup> Non-State, not-for-profit, voluntary entities formed by people in the social sphere that are separate from the State and the market. CSOs represent a wide range of interests and ties. The definition of CSOs includes but are not limited to community-based organizations (CBOs), non-governmental organizations (NGOs), youth-led organizations, LGBTI organizations, faith-based organizations and academic institutions but the definition of CSOs does not include business or for-profit associations.

- is not on the Consolidated UN Security Council Sanctions List<sup>2</sup>;
- is not being investigated for fraud, corruption, sexual abuse, sexual exploitation or other wrongdoing;
- has not had funding received from UN Women entirely or partly written off by UN Women;
- is not currently engaged as an Implementing Partner (IP) or Responsible Party (RP) for UN Women;
- has not been engaged as an IP/RP for UN Women at any time after 21 November 2019;
- is not a government entity;
- is not an UN organization;
- is not an established CSO with the capacity to be engaged as an Implementing Partner/Responsible Party (an organization could be a Responsible Party if at the moment it has the internal capacity well developed and all the mandatory policies in place: anti-fraud policy; Sexual Exploitation and Abuse (SEA) policy; Internal control framework; procurement policy);
- has sufficient capacity to collaborate with various stakeholders: public, private and/or development partners (implemented at least 3 projects or initiatives);
- has sufficient financial stewardship, including having adequate financial policies and procedures in place to manage the small grant (has a minimum capacity to manage financial resources);
- past performance has been deemed satisfactory by UN Women (if it has received small grants previously or been engaged as an IP/RP before 21 November 2019);
- is committed to work on advocacy for gender equality and eliminating violence against women and girls,
- being a member organization of the National Coalition Life Without Family Violence will be a strong asset.

The applicant must be operating in one or more of the following areas:

- Human rights and Women's empowerment;
- Ending violence against women and girls;
- Support to women living or affected by HIV and women from key population;
- Non-profit organizations which are delivering essential services for women survivors of violence but not limited to;
- Women, Peace and Security;
- Women's leadership and political participation;
- Non-profit women-led organization;
- Non-profit youth-led organizations;
- Community-based organization;
- Working with women from vulnerable groups (Roma women, women with disabilities, etc.)

#### **Eligible activities**

The purpose of small grants is to support the organisational development of the applicant CSO and NOT to finance the delivery of a programmatic activity. The applicant may apply for a small grant to cover the following type of activities:

#### **1. Introducing and improving organizational systems, tools, and processes (Governance\Management Structure and Financial and Administrative Management areas)**

Indicative activities could be but **not limited** to the following:

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<sup>2</sup> <https://www.un.org/securitycouncil/content/un-sc-consolidated-list>

- Analysis and adjustment of the organization’s Statute, especially in the light of latest legislative modifications (for ensuring transparent oversight of the organization decision making; update the roles of the board and audit committee, etc.);
- Development/adjustment of organization’s organigram and updating job descriptions, etc.;
- Development of organization’s Strategy and Activity plan with integrated gender equality perspective for at least the period 2021-2023;
- Development of a Gender sensitive Communication, PR and Visibility strategy;
- Development of a Manual of internal policies and procedures of the organization, or separate policies and procedures on areas like:
  - o human resources (employment of staff, contractual services, leaves, payments, professional development, performance evaluation, bonuses, etc.);
  - o data privacy and data protection;
  - o code of conduct for staff and partners, inclusively on prohibition of sexual exploitation and abuse, and sexual harassment; non-discrimination and gender equality;
  - o filing of documents;
  - o transparent financial management (reporting, auditing, payments, etc.);
  - o transparent and efficient procurements (procurement plan, ceilings, announcing and evaluation of offers, etc.), by integrating gender equality perspectives;
  - o anti-fraud and anti-corruption policies/provisions;
  - o conflict of interests, etc.
- Development of advocacy strategy and advocacy plan;
- Development of fundraising strategy;
- Website development or upgrading.

## **2. Building capacity of workforce in overall technical/managerial skills:**

- Participation in national and international trainings for strengthening the technical and managerial capacities of the staff of the organization. Tentative training areas could be but not limited to: project writing, project management, results-based management, financial management for CSOs and fundraising, public communication, advocacy, volunteering, languages/computer literacy, etc.;

## **3. Building capacity of workforce to support stronger movement towards gender equality and women’s rights:**

The organizations may attract external expertise to build capacity and skills of its staff and volunteers to promote effectively gender equality and women’s rights on community/regional/national level on topics including, but not limited to:

- Gender equality and women’s empowerment concepts, principles and agenda, Gender Based Violence (GBV) and Violence against Women (VAW), Women in Leadership and Governance, Women in Peace and Security (WPS), Gender Mainstreaming in policies and beyond, etc.
- Conducting situational analysis preceding the interventions on local level; community participatory approach in addressing gender issues and developing local Action Plans aligned with national commitments (national policies/plans/strategies) to end violence against women or advance women’s participation in leadership and governance;
- Applying into practices of comprehensive human/victim-centered, multi-disciplinary, “do not harm”, “leave no one behind” and innovative approaches;
- Developing/enhancing strategically focused advocacy, lobbying, communication and media campaigns to address gender stereotypes and harmful practices related to GBV and domestic violence issues, but also related to women’s role and participation in leadership and governance (including conceptualizing and conducting awareness raising campaigns to effectively address misconceptions and gender stereotypes and biases, transform attitudes, beliefs and societal norms);

- Involving women activists/platforms, unofficial networks and partnering with local public administrations in protection and promotion of women's rights;
- Acting as watchdogs to monitor survivors' rights implementation into practice, gender mainstreaming by national and local authorities, CSO's contribution to changing the societal perception on the roles women and men play in society and within the family, and in advocacy efforts to support gender-sensitive policy making; etc.

The applicants can also lead in organizing coaching/capacity building events among CSOs<sup>3</sup> to facilitate (with external expert moderator) learning and knowledge/approaches sharing on specific aspects of interventions/activities in the fields of Eliminating Violence Against Women and Girls and/or advancing Women in Leadership and Governance (e.g. related to direct support to women-survivors of violence; monitoring, evaluating and measuring the progress in preventing violence against women; good practices and effective techniques in addressing burnout syndrome among professionals directly assisting violence survivors; building on ongoing intra-organizational initiatives/activities and adapting/scaling-up good and innovative (inter)national practices and improving/strengthening evidence-informed programming; promoting women's participation in decision making processes and leadership etc.).

**4. Supporting with equipment** such as copiers, scanners, printers, laptops and computers as long as the cost of such equipment is limited to 30% of the proposed small grant budget.

The implementation of the small grant must be completed by 31 November 2021 for the purposes of this call.

#### Limitations

For the purposes of this call, UN Women's small grants are limited to a **maximum of USD 10,000 per CSO per 6-month period**.

#### Application

- An application must contain all relevant information showing that the applicant and the proposed activities are eligible. Applications must be submitted electronically in either English, Romanian or Russian languages. Any application not submitted in the specified working language will be excluded from consideration. Hand-written applications will not be accepted.
- Please use the attached Application Form (Annex 1), Implementation Plan and Budget (Annex 2) and Declaration Form (Annex 3) when submitting your application.
- Please submit a registration certificate evidencing that the applicant is a registered CSO that has been in operation for three years and the CV/ activity reports of the organization.
- UN Women will reject any application that doesn't contain enough information to show that the application or the activities are eligible.
- UN Women will organize an information meeting open to all interested potential applicants. The meeting will be organized on-line on **12\_May 2021 between 10.00-11.30 a.m.** Please register for the meeting from the following link: XXX. The link to the online meeting will only be provided to the registered participants.

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<sup>3</sup> Specifically, for member organizations of the National Coalition Life Without Family Violence

- The application must be received by UN-Women [tender.md@unwomen.org](mailto:tender.md@unwomen.org) not later than **24 May 2021, 23:00, Chisinau local time**. UN Women will not consider applications sent by any other means.
- Proposals received after the deadline may not be accepted for consideration.

## Review Criteria

The applicant must:

- propose eligible activities that develop or strengthen the institutional capacity of the applicant and are consistent with the purposes of this call: to support the development or strengthening of a CSO's institutional capacity;
- not propose to use the small grant to provide an activity/output on behalf of UN Women, civil construction work, engineering work, purchases of vehicles or other tangible or intangible property, except for copiers, scanners, printers, laptops, and computers;
- not propose to use more than 30% of the small grant to purchase copiers, scanners, printers, laptops, and computers; in case of solicitation of equipment, the short arguments should be provided on how this would contribute to (used in their further work on) advocacy for gender equality and eliminating violence against women and girls;
- propose a timeline and eligible activities that does not extend over 31 November 2021, including pandemic, political, security, logistical considerations;
- not propose to cover its indirect costs/support costs<sup>4</sup> with the small grant;
- not make a direct profit from the small grant;
- not propose to cover costs incurred or committed prior to a signed Small Grant Agreement;
- propose eligible activities sustainably supporting the applicant;
- propose eligible activities where the applicant has the capacity to reach the target audience; and,
- propose a budget that is cost-effective given the eligible activities, the number of targeted beneficiaries, and the proposed location.

## Award

UN Women will evaluate applications that meet all the criteria.

UN Women will award the small grants to the applicants that best prove commitment to gender equality and are ready/plan to engage in gender equality and women empowerment programmes.

Successful applicants are informed in writing of UN Women's decision to award the Small Grant. The award is conditional on the applicant agreeing to the terms and conditions set forth in UN Women's Small Grant Agreement and the award is automatically rescinded if the applicant doesn't agree to these terms and conditions.

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<sup>4</sup> **Support costs** - mean those indirect costs that are incurred to operate the CSO as a whole or a segment thereof and that cannot be easily connected or traced to the Allowed Activities to be performed with the small grant, i.e., operating expenses, over-head costs and general costs connected to the normal functioning of an organization/business, such as cost for support staff, office space and equipment that are not Direct Costs.

**Direct costs** - mean costs that can easily be connected and traced to the Allowed Activities to be performed with the small grant. For example, if an employee or consultant is hired to work on the Allowed Activities, either exclusively or for an assigned number of hours, their labor with respect to the Allowed Activities is a direct cost.

**Allowed activities** - means introduction or improvement of organizational systems, tools and processes, training of workforce in technical and managerial skills and purchase of adequate Equipment.

**Application Form**

<b>CSO/Applicant details</b>	
<b>Name and registration number (please submit proof of registration)</b>	
<b>Mandate of the CSO (according to the organizational by-law)</b>	
<b>CSO staff focal point and alternate</b>	<i>(Please insert full name, title, e-mail address, telephone number)</i>
<b>Application details</b>	
<b>Proposal title</b>	
<b>Small Grant Amount</b>	<i>(Please provide the amount MDL)</i>
<b>Duration and proposed start date</b>	<i>(Please state the duration in months)</i>
<b>Background</b>	
<b>Main objectives/Results to achieve</b>	
<b>Thematic Focus and Priorities</b>	
<b>Geographical area</b>	<i>(Please indicate locality and district of the coverage by the organizational activities)</i>
<b>Activities (list them 1.,2.,), related expected timeframe and expected outcomes</b>	
<b>How are these activities specifically support the development or strengthening of the CSO's institutional capacity?</b>	



**Implementation Plan and Budget**

Planned activities	Implementation Period <sup>5</sup>						Budget description <sup>6</sup>	Total planned budget for the activity (in MDL)
	1	2	3	4	5	6		
<b>1.1 Activity X</b>							Project personnel	
							Training/Workshop	
							Equipment	
							Other activities (please specify)	
<b>Total Activity 1.1</b>								
<b>1.2 Activity Y</b>							Project personnel	
							Training/Workshop	
							Equipment	
							Other activities (please specify)	
<b>Total Activity 1.2</b>								
<b>Total requestd grant amount</b>								

<sup>5</sup> List activities that will be implemented under the Grant and indicate the implementation period of each activity.

<sup>6</sup> Specify amounts budgeted by cost categories expressed in the currency of the grant (MDL).

**Declaration by the Authorized Representative of the Applicant Organization:**

Through submitting this application, I confirm that:

1. The Organization expresses its commitment to become a vocal advocate for gender equality and supporting women's leadership and political participation.
2. The Organization is not on the Consolidated UN Security Council Sanctions List;
3. The Organization is not being investigated for fraud, corruption, sexual abuse, sexual exploitation or other wrongdoing;
4. The Organization is not currently engaged as a Partner of UN Women through a Project Cooperation Agreement;
5. The proposal for the small grant does not aim to cover the Support Costs of a project implemented by the Organization;
6. The Organization will not make a direct profit from the small grant;
7. The Organization is not proposing to cover costs incurred or committed prior to a signed Small Grant Agreement.

Date:

Name:

Stamp and signature: