

CONSULTANT SERVICES PROCUREMENT NOTICE

Date: 17 December 2015

Country: Republic of Moldova

Description of the assignment: Team of two national consultants – legal expert and gender and security expert - to undertake review of national legal, policy and regulatory frameworks in the security sector in the Republic of Moldova from a gender perspective and alignment with international standards on women, peace and security

Project name: Women Economic Empowerment- 00088993

Period of assignment/services: 11 January – 29 February 2016

Technical proposal and **financial proposal** should be submitted **on-line** no later than 31 December 2015.

Requests for clarification only must be sent by standard electronic communication to the following e-mail asya.varbanova@unwomen.org.

Please notice that this address is for information requests only, please do not send or copy your application package to this address.

UN Women staff will respond in writing or by standard electronic mail and will send written copies of the response, including an explanation of the query without identifying the source of inquiry, to all consultants.

1. BACKGROUND

UN Women is operational in Moldova since 2010 on the basis of former UNIFEM projects, which were laid and active in the country from 2007. It extended continuous support to the Government of Moldova, to key stakeholders from national and local levels, through various programmes and activities aimed at creating an enabling environment for gender equality, recognized as a prerequisite for sustainable development with a strong and active policy on gender equality. Since 2014 UN Women has established its fully operational country office in Moldova.

UN Women's country programs are guided by its Strategic Note 2014-2017 and which is fully aligned with UN-Moldova Partnership Framework for 2013-2017, National Program on Gender Equality, and other national strategies and plans. During this period, the assistance and cooperation is planned in five strategic results areas, namely: 1. Women lead and participate in decision-making at all levels, 2. Women, especially the poorest and most excluded, are economically empowered and benefit from development; 3. Women and girls live a life free of violence, 4. Women, Peace and Security and 5. Governance and national planning fully reflect accountability for GE commitments and priorities.

Due to its geopolitical location, the Republic of Moldova can be directly affected by several frozen and simmering conflicts in the region and there is a crucial moment to advocate for improve women's representation in leadership position within peace and security field. Despite the importance of women's presence in maintaining peace and security and taking into account the significance of women's integration in redressing conflicts, they are still underrepresented in the mentioned field. By today, there are only two Moldovan women (out of total 83) involved in UN's peacekeeping missions across the globe. Out of total number of people engaged within National Army, 37% are women and 63% are men. Only 3% of women hold decision making positions in National Army. Military Academy "Alexandru cel Bun" started to enrol girls at the studies only in 2012. In the present the Academy has 33 women (out of total 294) students enrolled.

Established international norms and standards promote the protection of women during armed conflict and their participation in peace and security decision-making. Two sets of standards, Security Council Resolution 1325 on Women, Peace and Security (SCR 1325) (2000), and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), are critical tools for moving the gender equality agenda forward in conflict and post conflict situations. While both CEDAW and SCR 1325 are important in their own right, there is also a synergy between the two sets of standards that can be used greatly to enhance their implementation and impact. SCR 1325 helps to broaden the scope of CEDAW's application by clarifying its relevance to all parties in conflict and in peace. CEDAW, in turn, provides concrete strategic guidance for actions to be taken on the broad commitments outlined in SC resolution 1325. Drawing

on these instruments together can enable advocates to maximize the impact of norms and standards for gender equality in all conflict and post-conflict interventions¹.

In order for both women's and men's needs and priorities to be addressed adequately in a society, both need to be involved and represented in the decision-making process, in policy creation and its implementation. This holds true in the security sector as well. For security needs of women and men to be addressed, more women need to be represented in the security institutions of the state. In the Eastern Europe countries, including the Republic of Moldova, the overall presence of women among the military personnel is in low single-digit figures and the numbers are particularly low in the command and management positions. Data clearly indicates that more needs to be done to attract and retain women in the armed forces.

The Republic of Moldova ratified CEDAW on 28 April 1994 through a decision of the Parliament No. 42-XII. Having adhered to this Convention, the Government of the Republic of Moldova has confirmed its will to end discrimination against women in all forms, assuming the obligation to undertake measures aimed at ensuring women's rights through an efficient application of this international tool at the national level. CEDAW General Recommendation No. 30 (GR30) on women in conflict prevention, conflict and post-conflict situations (2013) works to support States to meet their obligations under the CEDAW, including their due diligence obligations, before, during and after conflict. GR30 covers the application of CEDAW to conflict prevention, international and internal armed conflict, situations of foreign occupation, in addition to other forms of occupation and the post-conflict phase, as well as situations of low intensity civil and political strife, states of emergency, terrorism and responses to terrorism, statelessness and internal displacement. GR30 also considers the application of the Convention to all actions of States parties affecting human rights of citizens and non-citizens, within their territory or effective control, even if not situated within their territory. The Convention requires States parties to regulate the activities of domestic non-State actors by exercising due diligence to prevent, investigate, punish and ensure redress for acts of private individuals or non-State groups that impair rights enshrined in the Convention.²

Under CEDAW, the Republic of Moldova has committed itself to ensuring the substantive equality of women in all spheres of life, including in the peace and security field. Within the Objective 10 included in the National Plan on Gender Equality for 2014-2015, the current National Program on Gender Equality (NPGE) for 2010- 2015 envisages output in the area of women in security, legal order and military services, which reiterate the general objectives to be obtained. It is also foreseen to have the Women, Peace and Security area incorporated in the new National Program on Gender Equality for 2016-2020 which is currently under preparation and is expected to be finalized in early 2016. UN Women is supporting the process of development of the new NPGE through a team of experts, including an expert in the field of women, peace and security. At the same time, as part of its commitments under the UN Security Council Resolution 1325, the Ministry of Defence is considering the possibility to develop a specific National Action Plan on Implementation of SCR 1325, which will represent a comprehensive policy framework in this field and will further elaborate and specify results, actions and responsibilities, under the general objectives laid down in the NPGE.

The Ministry of Defence is also leading the process of conducting Gender Self-Assessment within security sector institutions which will assess their gender responsiveness. The assessment will follow the methodology developed by the Geneva Centre for the Democratic Control of Armed Forces (DCAF)³ and will include, among others, the armed forces and the police. Based on it, a Gender Action Plan for security sector institutions will be developed. In order to complement the findings of the Gender Self-Assessment, the Ministry of Defence, with UN Women support, is initiating a review of national legislation, policies, action plans and internal regulations in the security sector from a gender perspective. The findings and recommendations of the review will serve to inform future policy development processes in the area of women, peace and security in Moldova.

In this respect, UN Women is planning to hire a team of two national consultants to support the Ministry of Defense in its role as the lead government institution and in partnership with other relevant stakeholders, in the review and assessment of national legal, policy and regulatory frameworks in the security sector from the gender perspective and propose amendments to align these to international standards in the area of women, peace and security.

2. SCOPE OF WORK, RESPONSIBILITIES AND DESCRIPTION OF THE PROPOSED WORK

¹ <http://www.unwomen.org/en/digital-library/publications/2006/1/cedaw-and-security-council-resolution-1325-a-quick-guide#view>

² <http://www.ohchr.org/Documents/HRBodies/CEDAW/GComments/CEDAW.C.CG.30.pdf>

³ Gender Self-Assessment Guide for the Police, Armed Forces and Justice Sector - <http://www.dcaf.ch/Programmes/Gender-and-Security>

The selected national consultants will work under the overall guidance of the Ministry of Defence, and direct supervision of the Chief Technical Advisor and Programme Manager of UN Women to review the national legislation, policies, action plans and regulations in the security sector and propose possible amendments and recommendations on their alignment with international standards on women, peace and security.

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

3. REQUIREMENTS FOR EXPERIENCE AND QUALIFICATIONS

Legal expert

I. Academic Qualifications:

- University degree in law and/or other social or science related to the areas relevant for the assignment

II. Years of experience:

- Minimum 5 years of proven experience working as a legal expert/practitioner in the area of compliance of domestic legislation with regional and international laws, standards and recommendations
- Minimum 3 years of proven work experience in the area of gender equality, human rights and development
- Successful experience in working with international organizations or UN agencies is considered an asset

III. Competencies:

- Experience in the peace and security field will be considered an asset

IV. Language skills:

- Excellent verbal and written Romanian. Working knowledge of English and Russian are required

Gender and security expert

I. Academic Qualifications:

- University degree in human rights, security studies, gender studies, development studies, public administration, or other social science related to the areas relevant for the assignment

II. Years of experience:

- Minimum 5 years of proven experience working/collaborating with the Government institutions in the security sector, and familiarity with their policies, operations and practices;
- Minimum 3 years of proven work experience in the field of gender equality, human rights and development

III. Competencies:

- Successful experience in working with international organizations or UN agencies is considered an asset

IV. Language skills:

- Excellent verbal and written Romanian. Working knowledge of English and Russian are required

4. DOCUMENTS TO BE INCLUDED WHEN SUBMITTING THE PROPOSALS

Interested individual consultants must submit the following documents/information to demonstrate their qualifications:

- Duly filled Personal History Form (P11) and/or CV, including records on past experience in similar projects/assignments and specific outputs obtained;
- Letter of Intent with justification of being the most suitable for the work, vision and working approach, specifically indicating experience of carrying out consultative research and in producing out analytical reports;
- Financial proposal (in MDL) - specifying an all-inclusive fixed total contract price, supported by a breakdown of costs as per template provided in TOR.

5. FINANCIAL PROPOSAL

Lump sum contracts

The financial proposal shall specify a total lump sum amount, and payment terms around specific and measurable (qualitative and quantitative) deliverables (i.e. whether payments fall in installments or upon completion of the entire contract). Payments are based upon output, i.e. upon delivery of the services specified in the TOR.

In order to assist the requesting unit in the comparison of financial proposals, the financial proposal will include a breakdown of this lump sum amount (including travel, per diems, and number of anticipated working days).

6. TRAVEL

All envisaged travel costs must be included in the financial proposal. This includes all travel to join duty station/repatriation travel. In general, UN Women does not accept travel costs exceeding those of an economy class ticket. Should the consultant wish to travel on a higher class he/she should do so using their own resources.

In the case of unforeseeable travel, payment of travel costs including tickets, lodging and terminal expenses should be agreed upon, between UN Women Moldova and the Consultant, prior to travel and will be reimbursed.

7. EVALUATION

For detailed evaluation procedures please refer to Annex 1- Terms of Reference

ANNEX

ANNEX 1 – TERMS OF REFERENCES (TOR)

ANNEX 2 – CONDITIONS OF SERVICE - CONSULTANT