

TERMS OF REFERENCE

for an International Consultant to support UN Women work on fostering gender equality through engaging men and boys in ending violence against women and girls

Location:	Chisinau, Republic of Moldova
Type of contract:	Individual Consultant - Special Service Agreement (SSA)
Languages required:	Fluency in English
Application deadline:	6 January 2021
Starting date:	End of January 2021
Duration of the contract:	Up to 50 days for a 12-month period, from January 2021 until December 2021
Programme:	00098993 (Ending Violence against Women)

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's 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.

With the support of UN Women, for the first time, 7 Survivors of violence from Moldova, women who have overcome violence and are now helping other women to do the same, shared publicly their life experiences, and the solutions they found in overcoming violence. Through mentoring programmes and continuous support, survivors of violence are increasingly becoming positive agents of change and the real experts having a voice in public life and advocating for women's rights at high level meetings. By speaking up, they continue empowering and encouraging other women affected by violence, to break the silence.

Moreover, UN Women Moldova mobilizes other actors of the society including youth, religious leaders, judicial staff, police, service providers, members of the artistic community and former perpetrators, so that under the leadership of survivors of violence, the 'whole society' can produce long-overdue results for women and gender equality. In this regard, it is increasingly recognized that engaging boys and men in the promotion of gender equality produces positive health and development outcomes for all. Indeed,

widespread and rigid gender norms and stereotypes, predominantly affecting women and leading to the violation of their human rights, can also affect boys and men and lead to negative social and health consequences (e.g. occupational or mental health issues, etc.). Thus, the researchers confirmed that gender equality can contribute to reducing pressure on men and boys to conform to damaging traditional forms of masculinity, and consequently, to improving the relationships among themselves, as well as with women and girls.

On the other hand, the obsolete gender roles and responsibilities and the associated toxic and patriarchal forms of masculinity sustain unequal power relationships between men and women, and thus, often justify male violence and gender-based violence. This is corroborated by the available national statistics which show that 6 out of 10 women from urban areas and 7 out of 10 women from rural areas have experienced at least one form of violence (psychological, economic, physical and/or sexual) at the hands of their current or former partner during their lifetime, and 1 out of 10 has been exposed to all forms of violence ([“Violence against Women in the Family”](#)).

Therefore, engaging boys and men in the promotion gender equality and ending violence against women and girls not only paves the way for an inclusive and respectful society for every human being irrespective of his/her sex but can also contribute to reducing violence against women which is predominantly perpetrated by men against women. Men and boys shall be partners and beneficiaries in changing rigid social perceptions about women and girls. Involving boys and men in EAW can represent an efficient and sustainable way to combat gender-based discrimination. To this end, sustainable action and joint efforts made by women and girls, men and boys are needed to shift traditional gender roles which represent significant barriers to a gender equal and healthy society.

In this context, UN Women Moldova is committed to explore, conceptualize, and expand the work in the Elimination of Violence Against Women (EAW) focusing on the Engagement of Men and Boys (EMB), especially with regards to how concepts of patriarchal and transformative masculinities intersect with the social determinants of health, thus impacting the effectiveness of community-based interventions.

Rationale

UN Women brings gender equality and human rights perspectives into its work on empowering women and promoting gender equality. We spearhead strategies entailing clear links with factors propelling the epidemic of gender inequality, such as gender norms and stereotypes, patriarchal and transformative masculinities, gender-based discrimination, violence against women and girls. Our most important strategy is empowering women and girls, promoting gender equality and respectful relationships which is in line with UN Women Generation Equality campaign and Gender Based-Violence Action Coalitions.

In this context, UN Women CO intends to contract an international consultant to support UN Women in designing and implementing activities intended for engaging men and boys in promoting transformative masculinity and contributing to the eradication of gender stereotypes that will help create more equal gender relations, as well as address some issues that men themselves experience. The expected result of this activity is to contribute to preventing, effectively responding to and ending gender-based violence in Moldova.

The selected international consultant will be responsible for provision of technical support, including but not limited to desk review of available literature in the area, capacity building, organizing focus groups discussions, etc. to UN Women Moldova (UNWM) team as well as to designated community partners and stakeholders on how to most effectively engage Men and Boys to work towards EAW and promoting GE. As well, the international consultant will work by applying [UN Women self-learning booklet Understanding Masculinities and Violence Against Women and Girls](#) and other UN Women relevant resources.

Scope of work

Under the supervision of the UN Women Moldova Programme Analyst on EAW, the international consultant will be responsible for the implementation of the following main tasks:

- Elaborate a work plan containing specific activity, and applied methodology;
- Carry out desk review of the available literature/resources/good practices at national and international level on engaging men and boys in EAW and GE and propose selection of most successful initiatives;
- Organize up to 10 focus groups discussions; and up to 5 in-depth interviews to identify perceptions of men and boys from Republic of Moldova regarding their involvement/role in EAW and GE;
- Design and implement a capacity building programme (up to 10 training sessions) on transformative masculinity/EMB intended nexus for the key Moldovan stakeholders and UNWM team;
- Provide support to UN Women CO team on design an M&E framework/tool for monitoring the impact of implemented EMB measures on EAW and GE;
- Provide concept and technical support in initiating a network for men & boys in Moldova involved in EAW and in promoting GE; and connecting with international networks for exchange of experience (example: MenEngage);
- Collecting feedback, drawing lessons learnt from the EMB activities in Moldova and suggest recommendations for future initiatives and programs.

***Note:** In the context of COVID-19 outbreak, the method of meetings/trainings/focus groups discussions and other activities (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. The financial proposal should reflect the costs for both options.

Methods and Process

The international consultant is advised to use a combination of techniques and tools, innovative approaches, such as positive deviance, media campaigns, gender equality events, community mobilization and social campaigns, peer-to-peer raising awareness activities, etc., including qualitative and quantitative instruments for effective realization of activities. The international consultant shall secure a participatory and transparent approach.

Deliverables and timeframe

During the implementation of this assignment, the international consultant shall be responsible for the delivery of the following outputs, comprising of the main milestones:

No	Deliverables	Tentative time frame
1	Work plan and methodology developed and submitted;	Within one week after signing the contract
2	Desk research report and tools for disseminating its findings developed. This will include: - Desk Research Report on the EMB by identifying Global, Regional, National, and Community-level Gatekeepers and Best Practices working in EMB in EAW, including findings contextualized to the Moldovan milieu developed and submitted; - Recommendations for community education tools and modules to further dissemination of the findings from this research developed and submitted.	End February 2021
3	Report on up to 10 focus groups; and up to 5 in-depth interviews organized;	End April 2021
4	Report on capacity building program (up to 10 sessions) on transformative masculinity / EMB, designed and conducted for key stakeholders (e.g. UNWM team members, partner organizations,	End June 2021

	community gatekeepers, champions, etc.) including related training materials;	
5.	Report on support provided to UN Women CO team on design an M&E framework/tool for monitoring the impact of implemented EMB measures on EVAW submitted;	Mid October 2021
6	Report on technical support in initiating a network for men & boys in Moldova involved in EVAW and in promoting GE;	Mid November 2021
7	Final report with insights, evaluation, lessons learnt (including from the capacity building events implemented), and recommendations elaborated and submitted.	Mid December 2021

All deliverables should be coordinated and approved with UN Women and be provided electronically in English.

Duration of the assignment

The total duration of this assignment is tentatively planned for up to 50 days, within a 12 -months period, starting from January 2021 with all tasks being accomplished by the end of December 2021 in conformity with the timeframe described under “Deliverables and Time frame” section.

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 EVAW Programme Analyst shall be the only criteria for national consultant’s work being completed and eligible for payment/s.

Management arrangements

The international consultant will work under direct supervision of the UN Women Programme Analyst on EVAW. UN Women will provide all the necessary materials for a better understanding of the context and for the successful fulfilment of the engagement.

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 should not accept travel costs exceeding those of an economy class ticket. Should the contractor 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 the respective business unit and contractor, prior to travel and will be reimbursed.

Performance evaluation

The international consultant performance will be evaluated on the basis of such criteria as: timeliness, responsibility, initiative, communication, accuracy, and quality of the products delivered.

Financial arrangements

Payment will be made in 6 instalments, upon successful completion of deliverables and certification by UN Women that the services have been satisfactorily performed.

COMPETENCIES

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: <https://www.unwomen.org/-/media/headquarters/attachments/sections/about%20us/employment/un-women-values-and-competencies-framework-en.pdf?la=en&vs=637>

REQUIRED SKILLS AND EXPERIENCE

1. Master's degree in law, human rights, sociology, gender studies, public relations, development studies and/or other social science related areas relevant for the assignment;
2. Minimum three (3) years of proven international work experience in the field of gender equality/combating gender stereotypes, in human rights, development, social science;
3. At least two (2) years of proven experience in raising awareness/delivering trainings on gender equality, non-discrimination and human rights;
4. At least two (2) years of international experience in working on initiatives with Engagement of Men and Boys (EMB);
5. Minimum (2) years of proven experience in conducting qualitative sociological research with a particular focus on behaviors and attitudes would be considered an asset;
6. At least (1) year of experience in working with development organizations, including donors and stakeholders is considered an asset;
7. Fluency in English.

APPLICATION PROCEDURE

Interested candidates are invited to submit their applications by **6 January 2021** with the following documents:

- Duly filled Personal History Form P11, including records on past experience in similar projects/ assignments and specific outputs obtained;
- 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

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

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

1. Master's degree in law, human rights, sociology, gender studies, public relations, development studies and/or other social science related areas relevant for the assignment;
2. Minimum three (3) years of proven international work experience in the field of gender equality/combating gender stereotypes, in human rights, development;

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:

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

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;

C_{low} 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, depending on the short-listed candidates' qualifications.

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

#	Criteria for technical evaluation	Max. points
1	Master's degree in law, human rights, sociology, gender studies, public relations, development studies and/or other social science related areas relevant for the assignment; <i>(Master - 50 pts; PhD – 60 pts); Other formal education relevant for the assignment (10 pts);</i>	70
2	Minimum three (3) years of proven international work experience in the field of gender equality/combating gender stereotypes, in human rights, development, social science; <i>(less than 3 years – 0 pts, 3 years – 40 pts, for each year over 3 years – 10 pts, up to a max of 80 pts);</i>	80
3	At least two (2) years of proven experience in raising awareness/delivering trainings on gender equality, non-discrimination and human rights; <i>(less than 2 years - 0 pts, 2 years – 40 pts, each year over 2 years – 10 pts, up to a max of 70 pts);</i>	70
4	At least two (2) years of international experience in working on initiatives with Engagement of Men and Boys (EMB); <i>(less than 2 years – 0 points, 2 years – 30 pts, each year over 2 year – 10 pts, up to a maximum of 60pts)</i>	60
5	Minimum (2) years of proven experience in conducting qualitative sociological research with a particular focus on behaviours and attitudes would be considered an asset; <i>(less than 2 years – 0 points, 2 years – 10 pts, each year over 2 year – 10 pts, up to a maximum of 30pts)</i>	30

#	Criteria for technical evaluation	Max. points
6	At least (1) year of experience in working with development organisations, including donors and stakeholders is considered an asset; <i>(1 year – 10 pts, each year over 1 year – 5 pts, up to a maximum of 30pts)</i>	30
7	Fluent in English.	10
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 CANDIDATE

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

NOTE: The successful candidate will be required to complete two Safety & Security Courses: Basic Security in the Field (BSIF) and Advanced Security in the Field (ASIF). More details to be provided by UN Women upon contracting.

Annex I:

Price Proposal Guideline and Template

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

1. Lump Sum Amount

The price proposal should indicate a "lump sum amount" which is "all-inclusive"; All costs (professional fees, living allowances, 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.

Contract price is fixed to activities/deliverables indicated in the TOR, regardless of the changes in the cost components (such as das invested for completion of the deliverables).

2. Travel costs

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 should not accept travel costs exceeding those of an economy class ticket. Should the contractor 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 the respective business unit and contractor, prior to travel and will be reimbursed.

3. Daily Subsistence Allowance

Not applicable.

4. Currency of the price proposal

The applicants are requested to submit their price proposals in USD. In case of proposals in other currency, these shall be converted into USD using the official UN exchange rate for currency conversion to USD 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: International Consultant to support UN Women work on fostering gender equality through engaging men and boys in promoting transformative masculinity and ending violence against women and girls

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	USD
Daily fee all inclusive	
Other costs:	
Total price for working days	

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 60 days.

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

I agree to complete the two Safety & Security Courses (BSIF II & ASIF), with details to be provided by UN Women upon contracting.

[Signature]

Date:

Name:

Address:

Telephone/Fax:

Email: