United Nations Development Programme

Country: Republic of Moldova

Project Document

Project Title: Empowerment of Victims of Domestic Violence and Human Trafficking in the Transnistrian region

UNDAF/CP Outcome(s): 1.3 – State bodies and other actors effectively promote and protect human rights, gender equality and nondiscrimination, with particular attention to the marginalized and the vulnerable

Expected Output(s): Output 1.3.3 - Increased capacity of women and men from vulnerable groups, including children, to claim and stand for their rights

Implementing Partner: UNDP

Responsible Parties: UNDP, OHCHR, UNFPA, NGOs

Brief Description

Overall Objective: Enhancing Protection of victims and potential victims of human trafficking and domestic violence through a strengthened system and Empowerment of individuals to prevent and address the problems at their roots in the Transnistrian region.

Specific objectives:
- Provide support in the establishment, institutionalization and functioning of social reintegration/rehabilitation service, including the establishment of at least one shelter for the victims of violence and human trafficking
- Strengthen the capacity of key service delivery institutions to promote and protect women’s rights to life free from violence and those of the victims of the human trafficking
- Raise public awareness to support prevention and disclosure of DV and HT instances
- Support the ability of relevant civil society organisations and activists to advocate for a strengthened rules/protection framework for victims of DV, HT and other forms of violence against women, as well as of victims to stand and claim rights.
- Educate women from grassroots networks, as well as women from particularly marginalized communities, to understand and support the human rights standards to help fight gender-based violence and exert a positive impact on the lives of women and girls and, by extension, civilian communities as a whole.

<table>
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<th>Project Period: 2014-2016</th>
<th>Total resources required: $ 217,000</th>
</tr>
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<tr>
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<tr>
<td>Start date: June 2014</td>
<td>• Other:</td>
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<td>End Date: May 2016</td>
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</tbody>
</table>

Agreed by UNDP:

Nicola Harrington Buhay, UNDP Resident Representative
I. General Context

Transnistria is a territory located between Ukraine and Moldova. De jure a part of Moldova, it has had de facto independence since the early 1990s. In 1990, the region announced its intention to succeed from Moldova to become the Pridnestrovian Moldavian Republic (PMR). Between 1990 and 1992 at least 700 people were killed in fighting between Transnistrian separatists and Moldova. In a 2006 referendum that was not recognized by the international community, 97 percent of the people in the region voted for independence and expressed support for a plan to eventually joining Russia.\(^1\) The population is approximately half a million, with 32% being Moldovan, 29% Ukrainian, 30% Russian, and 9% other ethnic minorities.\(^2\)

As a result of its disputed status, the Transnistrian region of the Republic of Moldova has been excluded from major human rights developments occurring within the international human rights system during the past two decades. None of the UN Treaty Bodies have received sufficient information on human rights in the Transnistrian region to include recommendations on Transnistria, as part of their roles as the arbiters and interpreters of international human rights law.

During the mission of United Nations High Commissioner for Human Rights, Navi Pillay, to the Republic of Moldova in November 2011, a broad range of parties, including the Government of the Republic of Moldova, the de facto authorities from the Transnistrian region, as well as civil society representatives emphasized the need for further particular attention to the human rights situation in the region. The UN High Commissioner stressed the overarching goal of promoting human rights for all; hence the necessity to have access to and work with all those who are in effective control of a territory in order to reach out to people in need.

A major breakthrough was achieved in October 2013 when the UN was able to facilitate participation of NGOs from the Transnistrian region in the shadow reporting in Geneva on CEDAW, and for the first time in a UN Treaty Body recommendation, to ensure recommendations mainstreamed Transnistria throughout.

The High Commissioner's visit in late 2011 provided the opening for in-depth follow-up, including acceptance by a broad range of parties – the Government, de facto authorities and civil society on both banks, on the need to increase the information available about human rights in the region. That was reiterated when new de facto leaders entered power in December 2011. In March 2012, Thomas Hammarberg (then recently-retired Council of Europe Commissioner for Human Rights) was hired by the UN Resident Coordinator Office as Senior UN expert. In February 2013, he produced a report with 38 recommendations, based on four missions to the Transnistrian region. A principal finding of the Hammarberg Report lay in the fact that 20 years of isolation had left significant weaknesses in knowledge of human rights among Transnistrian actors.

The first recommendation of the Report was that the Transnistrians should develop their own human rights action plan, using the process to continue engaging people after Hammarberg's missions. The de facto authorities undertook this as an internal exercise across departments, which resulted in a plan requiring investments. Step by step, however, greater understanding is being built on what the human-rights based approach entails. Requests for support are increasingly about acquiring knowledge and experiences.

Violence against Women (VAW) is widespread in Transnistria. Though there is no official data available on prevalence rate on violence against women, studies indicate that during the year, 35.7 percent of women in Transnistria experienced physical domestic violence, 22 percent were beaten by their current: husband/partner, 10.7 percent were beaten publicly, and 5.2 percent were sexually abused by their partner.

\(^1\) http://jurist.org/paper chase2013/02/un-releases-first-human-rights-report-on-transnistria.php
\(^2\) http://www.olvia.idknet.com/vol37-09-05.htm
There are no frameworks designed to prevent and halt this phenomenon. Victims of violence cannot benefit from assistance since there are no emergency shelters and relevant services, except the one carried out by NGOs (the single institution available is a series of flats at the back of a children’s home in Tiraspol, which provides temporary housing for poor women, usually with application period of circa one month). Victims are frequently left without any psychological support and legal assistance. Enforcement personnel are often not prepared to handle cases of VAW in the interest of the victim.

The region is a “source area” for victims of forced labour and commercial sexual exploitation. Despite the existence of regulations consecrated to combating trafficking there are problems with implementation. Preventive and counselling efforts run by local NGOs are insufficient to deal with this form of slavery. The work already initiated to reform the enforcement structure for counter-trafficking can benefit further from international exchange, including with authorities in Chisinau as well as with others in the neighbourhood.

Moreover, there is a significant difference in the women and men employment rate in Transnistria; according to the Senior Expert’s Report women employment rate is of 37% compared to 46% for men. Thus the need for programmes focused on spurring women employability being reinforced.

UN work in the Transnistrian region

From 2007 UN has implemented various programmes in the Transnistrian region, including the Drought Response - a major humanitarian intervention; projects addressing community needs, including the region in nation-wide interventions related to domestic violence and human trafficking etc. From 2013, the EU-UNDP Support to Confidence Building Programme included also cooperation with WHO and UNICEF in the field of perinatal care and immunizations, as well as UN Women to address gender mainstreaming issues).

The United Nations – Republic of Moldova Partnership Framework 2013-2017 (UNPF) “Towards Unity in Action” expresses the collective determination of the Government of the Republic of Moldova and the UN to work together to enable Moldova to address major national development challenges and meet its international human rights commitments. Responding to a request from Government, it advances UN reform through greater unity in UN action.3 Outcome 1.3 of the UNPF supports effective promotion and protection of human rights, gender equality and non-discrimination with particular focus on marginalized and vulnerable groups. The UNPF Action Plan commits to follow up the recommendations of the Hammarberg report.

II. OVERALL OBJECTIVE:

Enhancing Protection to victims and potential victims of human trafficking and domestic violence through a strengthened system and Empowerment of individuals to prevent and address the problems at their roots in the Transnistrian region.

Specific objectives:

- Provide support in the establishment, institutionalization and functioning of social reintegration/rehabilitation service, including the establishment of at least one shelter for the victims of violence and human trafficking
- Strengthen the capacity of key service delivery institutions to promote and protect women's rights to life free from violence and those of the victims of the human trafficking
- Raise public awareness to support prevention and disclosure of DV and HT instances
- Support the ability of relevant civil society organisations and activists to advocate for a strengthened rules/protection framework for victims of domestic violence, human trafficking and other forms of violence against women, as well as of victims to stand and claim rights.

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3 UN Team in Moldova consists of: FAO, IFAD, ILO, IOM, OHCHR, UNAIDS, UNDP, UNFPA, UNHCR, UNICEF, UN Women, WHO and UNESCO; World Bank and IMF; and regionally-based agencies IAEA, ITC, UNCITRAL, UNCTAD, UNECE, UNEP, UNIDO and UNODC.
- Educate women from grassroot networks, as well as women from particularly marginalized communities, to understand and support the human rights standards to help fight gender-based violence and exert a positive impact on the lives of women and girls and, by extension, civilian communities as a whole.

III. PROPOSED APPROACH

These components have been identified following series of visits paid by UN professionals in various field in Transnistria and discussion with key stakeholders and region’s de-facto authorities. The proposed components are also based on the comparative advantages of respective UN agencies, as a result of normative and operational capacities, ready-to-go expertise available as a result of competencies of UNCT Moldova. In addition, the identified components are selected outside any political process, consistent with the mandates of UNDP, OHCHR and Women. Since the population of the Transnistrian region is deeply affected by the above-mentioned social problems, a complex approach is needed.

The Rights Based Approach is employed throughout the project. Guided by the United Nations General Assembly Resolution 48/141, which is about protection of all human rights for all, the project will work with the de facto authorities (duty bearers) in the Transnistrian region to reach out to people in need. The action will emphasize the responsibility of the duty bearers to respect, protect and fulfill human rights and cooperate with international human rights mechanisms. Due consideration will be paid to ensuring that rights-holders are capacitated to know and claim their rights.

The Confidence Building Approach will also be deployed, involving both banks. The approach will be to take on the doable and to leverage early progress in some areas to advance in other more complex ones. Building on the experience available on the right bank, UN Agencies in cooperation with Transnistrian de-facto authorities and specialized CSOs will support the creation of social reintegration service/s to prevent and mitigate trafficking in human beings and domestic violence, including violence against women. To ensure a viable and sustainable social reintegration service, the institutionalized model from the right bank will be discussed, adjusted and applied, considering the local context and existing legal framework.

Also, UN Agencies will train and coach the de-facto authorities, including social workers, health personnel, law enforcement officials including police and NGOs on functioning of specialized social reintegration services, including international gender equality standards and anti-trafficking policies. The trainings will pay due attention to the need for a comprehensive framework for strengthening gender equality, preventing domestic violence and human trafficking. Using the confidence building approach, social workers, health personnel and NGOs from both banks will be involved in joint capacity building activities.

The project will encourage transferability of positive practice from the right bank and elsewhere. Capacity-building of de-facto authorities, CSOs is a key approach of the project. Only by building sustainable capacities actors in the region will be able to effectively respect, protect and fulfill human rights.

IV. INDICATIVE ACTIVITIES

UN Agencies will channel its efforts in implementing the proposed program through the following activities:

1. Support the establishment, institutionalization and functioning of social reintegration services /center (shelter) for the victims of violence and human trafficking
1.1 Review the existing frameworks/protocols in the Transnistrian region. Analyse the experience and practices of the right bank and other relevant models, discuss them with stakeholders and agree on the status of services in the region

1.2 Elaborate the Center concept and financing mechanisms, quality standards, functioning regulations and rules for social reintegration service/center (shelter), including relevant outreach to particularly excluded groups of women, such as older women, women with disabilities and Romani women. Support the center maintenance in the first 1-2 years

1.3 Provide technical advice and guidance to service providers and shelter administration including in development of services to immediately address needs of victims of domestic violence, human trafficking and other forms of violence against women

1.4 Retrofit and equip the Social Reintegration Center/Shelter in Tiraspol.

2. **Strengthen the capacity of key service delivery institutions to promote and protect women's rights to life free from violence and those of the victims of the human trafficking**

2.1 Develop recommendations to set up a comprehensive framework for preventing and fighting VaW, including guidance to ensure adequate protection of victims

2.2 Capacity development of de facto authorities and NGOs on international standards on gender equality and VaW

2.3 Capacity development of law enforcement officials to effectively address VaW and domestic violence

3. **Raise public awareness to support prevention and disclosure of the instances of VaW and HT and support the empowerment of victims**

3.1 Support the development of victim/survivor groups and networks, as well as modes of mutual support by persons affected;

3.2 Build the ability and experience of grassroots networks of women and their representative organizations to document, raise and challenge instances of gender-based violence at the community level;

3.3 Advance the capacities of grassroots networks of women and their representative organizations to conduct fact finding missions, collect credible information, monitor authorities efforts, and when relevant appeal to international bodies on individual basis and present alternative reports;

3.4 Facilitate the establishment of a women's forum, including ensured representation of marginalized segments of women, and exercise a convening role as enabler of women to engage in dialog with authorities, participate in the development of national policies in the field of gender-based violence and hold the promise of leading social and institutional change;

3.5 Support the organization of awareness raising campaigns and joint events (involving the right bank) on domestic violence and human trafficking

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3.6 Exchange of experience with one of the EU country on efficient response and operation of key stakeholders addressing violence and human trafficking including visits to the right bank

3.7 Facilitate social integration and skills development for victims of DV and HT via specially tailored interventions, job counseling

3.8 Conduct study on the Violence against women and Services for the Victims/Survivors of Violence

V. EXPECTED RESULTS

- A social reintegration service/center (shelter) to provide assistance to victims of DV and HT in the Transnistrian region established and functional
- Network/empowerment group of victims enabled or, if not feasible, then victim empowerment services created for example via confidential online internet platform or closed social media group, as needed.
- Capacities of key stakeholders to protect and assist various socially marginalized groups strengthened
- Public awareness raised to support prevention and disclosure of DV and HT instances
- During the first year of new social services activity the next results will achieved:
  - 30 mother-child couples integrated
  - 15 pregnant women at risk assisted
  - More than 100 victims of DV and HT counselled
## VI. ANNUAL WORK PLAN

### Year: 2014 - 2015

<table>
<thead>
<tr>
<th>Expected Outputs</th>
<th>Planned Activities</th>
<th>Responsible Party</th>
<th>Planned Budget</th>
</tr>
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</table>
| **Output 1.** Support the establishment, institutionalization and functioning of social reintegration services (center, shelter) for the victims of violence and human trafficking | **Output 1: Social reintegration center**
1.1 Review the existing frameworks/protocols in the Transnistrian region. Analyze the experience and practices of the right bank and other relevant models, discuss them with stakeholders and agree on the status of services in the region
1.2 Elaborate the Center concept and financing mechanisms, quality standards, functioning regulations and rules for social reintegration service/center (shelter), including relevant outreach to particularly excluded groups of women, such as older women, women with disabilities and Romani women. Support the center maintenance in the first 2 years | UNDP | Gov of Liecht | 71300 LocaL Consultants | 16,500 | 1500 | 18,000 |
| | | | | | | | |
| **Baseline:** there are no frameworks designed to prevent and halt the violence of women in Transnistria region. Victims of violence cannot benefit from assistance as there are no emergency shelters and relevant services, except the one carried out by NGOs. There are also problems with the implementation of regulations consecrated to combating trafficking, preventive and counseling efforts run by NGOs are insufficient. | **Output 2: Capacity development**
2.1 Develop recommendations to set up a comprehensive framework for preventing and fighting VaW, including guidance to ensure adequate protection of victims | UNFPA | Gov of Liecht | 71300 LocaL Consultants | 8,000 | 8,000 |
<p>| | | | | | | | |
| | | | | | | | |
| <strong>Output 2.</strong> Strengthen the capacity of key service delivery institutions to promote and protect women's rights to live free from violence and those of the victims of the human trafficking | 1.3 Provide technical guidance and capacity building support to shelter administration/staff and partner service providers including in development of services to immediately address needs of victims of domestic violence, human trafficking and other forms of violence against women | UNDP | Gov of Liecht | 72600 Grants | 49,000 | 15,920 | 64,920 |
| | 1.4 Retrofit and equip the Social Reintegration Center/Shelter in Tiraspol. | UNDP | Gov of Liecht | 72100 Contractual Services-Companies | 40,000 | 18,000 | 58,000 |
| | | UNDP | Gov of Liecht | 75100 GMS | 8,440 | 2,840 | 11,280 |
| | Total Output 1 | | | 113,940 | 38,260 | 152,200 |</p>
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<th>2.2 Capacity development of de facto authorities and NGOs on International standards on gender equality and VAW</th>
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<th>Gov of Liecht</th>
<th>71300</th>
<th>Local Consultants</th>
<th>8,000</th>
<th>8,000</th>
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<td>2.3 Capacity development of law enforcement officials to effectively address VAW and domestic violence</td>
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<td>Gov of Liecht</td>
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<td>Grants</td>
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<td>UNDP</td>
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<td>GMS</td>
<td>-</td>
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**Total Output 2**

| Total | - | 21,600 | 21,600 |

**Output 3: Public awareness**

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<tr>
<th>3.1 Support the development of victim/survivor groups and networks, as well as modes of mutual support by persons affected</th>
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<th>Gov of Liecht</th>
<th>72600</th>
<th>Grants</th>
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<td>3.2 Support the organization of awareness raising campaigns and joint events (involving the right bank) on domestic violence and human trafficking</td>
<td>UNDP</td>
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<td>Travel</td>
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<td>71300</td>
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<td>3.3 Exchange of experience with one of the EU country on efficient response and operation of key stakeholders addressing violence and human trafficking including visits to the right bank</td>
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<td>Gov of Liecht</td>
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<td>Miscellaneous</td>
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<td>Gov of Liecht</td>
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<td>Local Consultants</td>
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<td>3.5 Conduct study on the Violence against women and Services for the Victims/Survivors of Violence</td>
<td>OHCHR</td>
<td>Gov of Liecht</td>
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<td>Salary and Post Adj Cst-IP Staff</td>
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**Total Output 3**

| Total | - | 43,200 |

**TOTAL**

| Total | 167,110 | 59,860 | 217,000 |
VII. MANAGEMENT ARRANGEMENTS

The project will be implemented under the Direct Execution modality (DEX) in accordance with UNDP rules and regulations. UNDP follows in the implementation of project and programmes internationally recognized standards (http://content.undp.org/go/userguide/results).

Management Structures

The project will be managed at the highest level by a Project Board. The Board is appointed to provide overall direction and management of the project, and is responsible for ensuring that the project remains on course to deliver products of the required quality to meet the expected outcomes defined in the Project Document. The Project Board will have the following members: representatives of the donor (Government of Liechtenstein), UNDP, OHCHR, UNFPA, IOM and UN Women.

The Project Board will meet regularly, on a quarterly basis, during the course of the Project. Ad hoc meetings of the Project Board may be called when required, at the request of any two of its members at any time during Project implementation. Formal minutes will be prepared and adopted for each meeting of the Project Board, detailing any proposals made and decisions taken.

The Project Board will be responsible for approving quarterly and annual work plans, assessing progress, discussing lessons learned, and taking decisions on proposals and recommendations put before it by any of its members. It shall discuss and decide upon specific Project implementation issues, ensuring optimal transformation of activities into outputs through appropriate monitoring and evaluation actions pertaining to the relevance, performance, and progress towards each outcome, facilitating cooperation between relevant partners and stakeholders (public and private), and ensuring continuous and effective communication and coordination between the Project and its beneficiaries. The Project Board will also provide a forum for sharing the key results of the Project, as well as discussing changes or challenges in the sector and proposing solutions.

Project Assurance is a key element of the PRINCE2 project management method, upon which the Project Management Arrangements are based. ‘Assurance’ is essentially an independent audit function, whereby the Project Board is able to monitor progress against agreed work plans. This role ensures appropriate project management milestones are managed and completed. The Project Assurance is the responsibility of each Project Board member. On behalf of UNDP, as senior project supplier, the function is delegated to a UNDP Portfolio Manager.
VIII. Monitoring Framework and Evaluation

In accordance with the programming policies and procedures outlined in the UNDP User Guide, the project will be monitored through the following:

Within the annual cycle

➢ Twice per year a quality assessment shall record progress towards the completion of key results.

➢ An Issue Log shall be activated in Atlas and updated by the Project Manager to facilitate tracking and resolution of potential problems or requests for change.

➢ Based on the initial risk analysis submitted (see annex 1), a risk log shall be activated in Atlas and regularly updated by reviewing the external environment that may affect the project implementation.

➢ Based on the above information recorded in Atlas, a Project Progress Reports (PPR) shall be submitted by the Project Manager to the Project Board through Project Assurance, using the standard report format available in the Executive Snapshot.

➢ a project Lesson-learned log shall be activated and regularly updated to ensure on-going learning and adaptation within the organization, and to facilitate the preparation of the Lessons-learned Report at the end of the project

➢ a Monitoring Schedule Plan shall be activated in Atlas and updated to track key management actions/events

Annually

➢ Annual Review Report. An Annual Review Report shall be prepared by the Project Manager and shared with the Project Board and the Outcome Board. As minimum requirement, the Annual Review Report shall consist of the Atlas standard format for the QPR covering the whole year with updated information for each above element of the QPR as well as a summary of results achieved against pre-defined annual targets at the output level.

➢ Annual Project Review. Based on the above report, an annual project review shall be conducted during the fourth quarter of the year or soon after, to assess the performance of the project and appraise the Annual Work Plan (AWP) for the following year. In the last year, this review will be a final assessment. This review is driven by the Project Board and may involve other stakeholders as required. It shall focus on the extent to which progress is being made towards outputs, and that these remain aligned to appropriate outcomes.
IX. **LEGAL CONTEXT**

This Project document shall be the instrument referred to as such in Article 1 of the Standard Basic Assistance Agreement between the Government of the Republic of Moldova and the United Nations Development Programme, signed by the parties on October 2, 1992. The host country executing agency shall, for the purpose of the Standard Basic Assistance Agreement, refer to the government cooperating agency described in that Agreement.

The following types of revisions may be made to this Project document with the signature of the UNDP Resident Representative only; provided that he/she is assured that the signatories of the Project Document have no objections to the proposed changes:

a) Revisions in, or addition of, any of the annexes to the Project document

b) Revisions which do not involve significant changes in the results of the Project, but are caused by the re-arrangement of inputs already agreed to or by increases in costs due to inflation, and

c) Mandatory annual revisions which re-phase the delivery of agreed inputs, increase experts cost and other costs due to inflation, or take into account expenditure flexibility.

X. **ANNEX 1**

**Terms of Reference - Consultant for Development of Social Service in Transnistrian region**

I. **SCOPE OF WORK**

The **overall objective** of the Consultant for Development of Social Service assignment (hereinafter Consultant) is to facilitate the process of making fully functions and operational one self-sustaining crisis center for victims of domestic violence in the Transnistrian region of Moldova. Additionally, the Consultant will provide support for the overall project implementation, liaising with counterparts from the Transnistrian region, NGOs, UN Agencies and other partners.

More specifically, the Consultant will:

- Provide support in establishing the Center’s profile in closed coordination with relevant stakeholders (local counterparts, partner UN agencies etc.)
- Develop detailed work plan, timeframe and prioritize activities for the successful implementation of the proposed activities
- Design terms of reference and run the competition for the selection of local NGO (or consortium of NGOs) with relevant capacity and expertise to administer a functional Crisis Center in the Transnistrian region of Moldova
- Contribute to the selection and of the center’s staff members
- Advise UN Agencies and local partners in the selection of relevant premises for crisis centre
- Assess the capacity gaps of the centre’s staff members
- Elaborate the capacity building training concept designed for centre’s staff
- Contribute to the selection of training providers
- Monitor and evaluate the implementation of capacity building training programmes designed for Centers staff and Center’s beneficiaries;
- Establish, foster and maintain cooperation and on-going communication with the project stakeholders: local authorities, donors and implementation partners etc.;

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- Conduct monitoring, evaluation and review of the social integration activities and services provided by Center;
- Develop and prepare Project Briefs and substantive and operation reports;
- Support the development and running of information and awareness building campaigns for project stakeholders (beneficiaries and partners), including elaboration and dissemination of promotional/information materials and knowledge management products;
- Assist in strengthening and fostering communication and partnerships with local stakeholders (local governments, NGOs community, target beneficiaries, etc.);
- Assist in providing high visibility of the project activities;
- Assist the Programme Officer in preparing Quarterly and Annual Performance Reports to the Steering Committee and UNDP CO;
- Perform other duties as assigned.

II. TASKS AND ESTIMATED WORKLOAD

The Consultant is expected to dedicate on average 15 working days per month, during the project duration of about 12 months. The incumbent is expected to travel often (at least once per week) in the Transnistrian region of Moldova (Tiraspol and Bender).

<table>
<thead>
<tr>
<th>No.</th>
<th>Deliverables/milestones</th>
<th>Indicative timeframe</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Detailed work plan and timeframe of activities developed and approved by project steering committee</td>
<td>10 June, 2014</td>
</tr>
<tr>
<td>2.</td>
<td>Center profile elaborated and coordinated with relevant stakeholders and partners</td>
<td>15 June, 2014</td>
</tr>
<tr>
<td>3.</td>
<td>Local partner NGO selected (signature of contract)</td>
<td>31 July, 2014</td>
</tr>
<tr>
<td>4.</td>
<td>Centre's Staff selected</td>
<td>15 September, 2014</td>
</tr>
<tr>
<td>5.</td>
<td>Capacity gaps of Centre’s staff assessed</td>
<td>15 October, 2014</td>
</tr>
<tr>
<td>6.</td>
<td>Capacity building training concept elaborated</td>
<td>15 November, 2014</td>
</tr>
<tr>
<td>8.</td>
<td>Assistance in ensuring high visibility of the project activities provided</td>
<td>Weekly</td>
</tr>
<tr>
<td>9.</td>
<td>Efficient communication between local and international partners, relevant stake holders and target beneficiaries maintained</td>
<td>Weekly</td>
</tr>
<tr>
<td>10</td>
<td>Monitoring and evaluation of the implemented capacity building activities designed for Centre’s staff ensured</td>
<td>Quarterly</td>
</tr>
<tr>
<td>11</td>
<td>Monitoring, evaluate and review of the social reintegration activities/services provided by Center ensured</td>
<td>Quarterly</td>
</tr>
<tr>
<td>12</td>
<td>Timely submission of reports ensured</td>
<td>Quarterly</td>
</tr>
</tbody>
</table>
All activities under this assignment shall be performed in a gender-sensitive manner and applying human rights based approach.

Before commencing the work on the assignment the Consultant will be invited to participate in the induction trainings (as a mandatory pre-requisite for implementing the assignment). In addition, he/she will be encouraged to participate in the program follow-up trainings and events, as well as in the program monitoring & evaluation sessions.

Organizational settings: The Consultant carries out his/her tasks under the supervision of the UNDP Program Officer, in close cooperation and coordination with the Support to Confidence Building Measures, Community Empowerment Project Manager.

Language of the deliverables: Deliverables shall be submitted in Russian and occasionally in English.

Travel: All travel arrangements are the consultant’s responsibility and will be paid based on UNDP rate 1km = 0.44 USD cents, on lump-sum basis.

III. QUALIFICATIONS AND SKILLS REQUIRED

The following qualification criteria shall be applied for the selection of the consultant:

Academic Qualification:
- Advanced university degree in the relevant field (social science, development studies, public administration, politics, law etc.)

Experience:
- At least 5 years of practical experience of social service development with public authorities and NGOs
- Proven experience in performing similar activities and assignments. Similar experience with in Transnistrian region is a strong advantage
- Proven experience in NGO sector, partnership development, capacity building, training etc.
- Specific work experience (particularly in social protection sphere) will be a strong asset

Competencies:
- Knowledge and skills of MS Office, including Word, Excel, PowerPoint
- Good communication and writing skills
- Demonstrated awareness for human rights and gender equality