**UN Women Terms of Reference**

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| **Objective** | Women leaders, including LNOB women, have enhanced agency, voice and capacities to lead, monitor and promote the increased participation of women in political life and decision-making. |
| **Duration** | 40 Months (1 September 2023 – 30 December 2026) |
| **Organizational Unit** | UN Women Georgia Country Office – Governance and Participation in Public Life (G&PPL) |
| **Geographic Area of Implementation** | Georgia |

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| **1. Introduction**   * **Background / Context for Required Services / Results:**   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. UN Women in Georgia supports state and non-state partners towards the achievement of substantive gender equality in Georgia. In line with national and international commitments, UN Women works on the levels of policies and legislation, institutions and grassroots, in order to achieve transformative results for increased gender equality and greater protection of the rights of women and girls.  Women’s political empowerment and participation in decision-making is a fundamental prerequisite for gender equality, good governance and inclusive development. Yet women continue to be underrepresented in political and decision-making processes globally—be it as voters, as candidates, in the legislature and in executive government positions. The underrepresentation of women in decision-making is a major impediment to progress across all critical areas of concern spelled out in the Beijing Declaration and Platform for Action (BPfA), as well as the achievement of the 2030 Agenda. It is particularly stark in terms of realizing the BPfA’s strategic objective G: Women in Power and Decision-making.[[1]](#footnote-1) Women’s equal right to participation in political and public life, including their right to vote in all elections and public referenda, their eligibility for election to all publicly elected bodies and their participation in the formulation and implementation of government policy is further amplified in the Convention of the Elimination of All Forms of Discrimination against Women (CEDAW).  Despite the fact that political rights (both active and passive suffrage)[[2]](#footnote-2) have been extended to women almost universally,[[3]](#footnote-3) and despite the growing evidence that women’s leadership in political decision-making processes improves these processes and benefits societies,[[4]](#footnote-4) women still represent the minority of decision makers worldwide.[[5]](#footnote-5) As of 1 August 2022, the global share of women in national parliaments is 26.5 per cent and women occupy the role of Heads of State or Government in only 28 countries. As of January 2021, women hold 21.9 per cent of ministerial positions. In positions of leadership, women are commonly allocated portfolios that relate to social, family and women’s affairs, education, employment and the environment; far more rarely is a woman given responsibility for the economy, national defence, or peace and security.[[6]](#footnote-6) Furthermore, women from LNOB[[7]](#footnote-7) groups, such as those from poor and socially excluded communities, women with disabilities, women refugees, internally displaced women and alike have even fewer opportunities to engage in civic and political life, which effectively leaves them behind the political continuum.  In Georgia, women’s rights to engage in politics on an equal footing with men have a legal basis in the Constitution of Georgia and Georgia’s Law on Gender Equality and are reinforced through a number of the country’s international commitments.[[8]](#footnote-8) Yet attaining gender equality in political life and in decision-making more broadly remains a key development challenge in the country and women are underrepresented as decision makers in leading positions of power, whether in elected office or the civil service at both the national and local levels.[[9]](#footnote-9) Women are underrepresented in the legislative and executive branches of the Government, in both central and local governments, as well as in the managerial positions in the judicial system. The President of Georgia is a woman; however, women remain underrepresented in public office, holding 2 of the 13 ministerial posts (including the Prime Minister), i.e. 15.4 per cent. Women are better represented at the middle and lower levels of the civil service, making the total share of women among rank I and rank II public servants 41.2 per cent.  In the 2021 local self-government elections, women comprised 35 per cent of candidates running for local ‘sakrebulos’ (municipal councils) and 10 per cent of candidates running for mayor. As a result, the share of women elected in sakrebulos increased from 13.5 per cent to 31.4 per cent, and three women were elected as mayors (5 per cent).[[10]](#footnote-10)The increase in women’s share across national and local legislatures in the latest cycles of respective elections is attributed to the introduction of temporary special measures—legal quotas—to Georgia’s Election Code,[[11]](#footnote-11) yet women’s participation in the national legislature remains below the average of 31 per cent for Europe and Central Asia[[12]](#footnote-12) and far from the 50/50 of both sexes which has now been included in the latest Commission on the Status of Women agreed conclusions.[[13]](#footnote-13)  Women, especially those from LNOB groups, lack the capacities and opportunities to exercise their rights and voice their needs and priorities so that they are reflected in relevant policies and processes affecting their lives. The lack of ‘popular’ or widespread grass-roots demand for increasing women’s participation in decision-making and gender-responsive governance effectively translates into the lack of political will to prioritize these issues among the duty bearers. As a result, politicians, as well as media overlook women and their organizations as constituencies and issues related to gender equality and gender parity are, as a rule, missing from the mainstream political agenda. Furthermore, there is a clear lack of sustainable, transparent and collaborative mechanisms, procedures and obligations for formal and meaningful consultations of duty bearers with women and girls in all their diversity, including women’s civil society organizations (CSOs) and CSOs are increasingly reporting about the shrinking space for dialogue and accountability with decision makers.[[14]](#footnote-14)  While the proportion of women in parliaments has doubled globally and, in the Europe, and Central Asia region since 1995, Georgia continues to have the third lowest representation of women in any country’s national legislature in the region. In Georgia, the lack of women’s participation in leadership is due to the combined effects of cultural and attitudinal barriers and biases that suggest women should not have a role in public life, as well as institutional and structural/systemic constraints. Gender stereotypes, disproportionate burden of family and caregiving roles, inflexible hours in both public and political work, as well as the violence against women in politics and elections prevent women from participating fully in decision-making at all levels.[[15]](#footnote-15) Intra-party systems of inclusion and exclusion and women’s lack of access to economic resources and social capital[[16]](#footnote-16) further prevent women from participating in politics. This occurs despite women’s high educational attainments, skills and proven abilities as leaders and agents of change, thus hindering the fulfilment of their right to participate equally in the democratic transformation and development of the country.  In April 2023 UN Women, with the generous support of the Swiss Agency for Development and Cooperation (SDC) launched a four-year project “Women’s Increased Leadership for Democracy in Georgia” (WILD). The impact-level goal of the project is to ensure that women and girls in all their diversity fully and equally participate in decision-making and benefit from gender-responsive governance in Georgia. In order to contribute to the achievement of this impact-level goal, the project sets forth two interlinked outcomes, which are as follows - **outcome 1:** Women and their organizations in all their diversity are engaged in and influence political life and decision-making at all levels in Georgia; and **outcome 2:** Gender equality and women’s meaningful participation and leadership at all levels is promoted through adoption and implementation of gender-responsive legislative and policy frameworks and practices.  Under **outcome 1**, inter alia, the project ensures that civil society organizations and women leaders, including LNOB women, have enhanced agency, voice and capacities to lead, monitor and promote the increased participation of women in political life and decision-making. To achieve this transformative change, UN Women, along with a responsible party (RP) will establish a tailored political literacy and voter-education programme for women activists and will provide capacity development to women aspirants, community and civil society leaders to strengthen their political literacy and promote their participation in decision making at all levels. The effort corresponds directly to WILD project activity 1.1.2. which reads as follows:  “To design a tailored political literacy and voter-education programme for women activists – Women’s Political Leadership Academy (WPLA) – and through it, provide capacity development to women aspirants, community and civil society leaders (key topics: political literacy, voter-education, electoral candidate training, leadership, gender biases, outreach, feminist advocacy etc.)”.   * **General Overview of Services Required / Results:**   The overarching objective of the assignment is to ensure that women leaders, including LNOB women, have enhanced agency, voice and capacities to lead, monitor and promote the increased participation of women in political life and decision-making. At the outset, a working group composed of trainers, adult learning specialists, women’s rights activists and gender experts will be established to work on the design of the WPLA. The working group will take stock of the findings and recommendations of the mapping of existing capacity development interventions and available resources, as well as identified capacity gaps among women activists and advocates. The training curricula of the WPLA will be greatly informed by UN Women’s corporate Leadership and Candidate Training Curriculum[[17]](#footnote-17) and will entail courses related to political rights and processes, leadership skills such as public speaking, constituency engagement, transformative leadership, unconscious gender bias, campaign messaging, democracy, gender equality and gender mainstreaming. The WPLA will deliver trainings to women civil society activists, community leaders and aspirants. The main goal of the Academy will be to lay a strong foundation for the trainees to become well-informed constituents, voters, advocates, community leaders and political leaders in the longer run.  To facilitate this work UN Women intends to partner with RP – a local or international non-governmental organization to implement the activities and deliver desired results. |
| **2. Description of required services/results [Please elaborate]**  The selected organization will undertake the following work:  **Component 1: Development of the WPLA Training Programme/Curricula**  Under component 1, the project will develop a comprehensive training programme/curriculum for the WPLA. More specifically, this component will include the following tasks:   * To establish a working group comprised of relevant specialists to design WPLA Programme/Curriculum aligned with existing capacity needs and best practices at national and international levels. * To familiarize with UN Women’s corporate Leadership and Candidate training Curriculum to inform the development of the WPLA Programme/Curriculum as relevant. * A provisional list of the topics to be covered under the WPLA Programme/Curriculum is suggested below, however, the selected organization may suggest adding additional topics: transformative leadership, public speaking, democracy, gender equality and gender mainstreaming, unconscious gender bias, campaign messaging, constituency engagement et al. * To identify and mobilize highly qualified trainers/academic personnel who will deliver the WPLA Programme/curriculum.   **Anticipated results and Targets:**   * After eight months, WPLA Programme/Curriculum, including detailed methodology and training modules are developed and finalized. * WPLA academic personnel/trainers are selected and fully capacitated to deliver WPLA programme.   **Component 2: Delivery of WPLA to women leaders**  Under component 2, the WPLA will be launched and delivered to women leaders across Georgia. More specifically, this component will include the following tasks:   * To recruit participants of the WPLA on a competitive basis ensuring recruitment efforts reach all regions of Georgia and a wide range of communities. * Take coordination approach to the recruitment efforts with UN Women and the relevant UN Women CSO Responsible Partners to ensure synergies between the different components of the project, especially efforts and partners under the social mobilization component. * To ensure that LNOB principle is thoroughly streamlined in the selection of WPLA participants, and that diversity and inclusion are promoted in the participant selection processes. * To organize at least three rounds of WPLA for at least 150 women. WPLA is expected to take place face-to-face but may also entail online and/hybrid sessions as relevant. * To promote and facilitate team building and networking opportunities between WPLA graduates beyond the completion of the Academy   **Targets:**   * At the end of 40 months, at least 150 women leaders graduate from WPLA and have strengthened skills and knowledge for exercising leadership at community and political levels * A vibrant community of WPLA graduates is formed and holds at least bi-annual networking meetings (at least six meetings throughout the duration of the project). |
| **3. Timeframe: Start date and end date for completion of required services/results**  It is expected that the organization shall begin work by 01 September 2023. The Partner Agreement will be signed for a duration of 40 months, until 30 December 2023 with a possibility of extension. |
| **4. Competencies:**  Minimum requirements for the Organization (for the consortium the experience of each partner will accumulate):   * Officially registered legal entity status with presence in Georgia. * Minimum 5 years of experience in delivering capacity development programmes with focus on voter education, democracy, good governance and gender equality * Minimum 3 years of relevant experience in working in the area of gender equality * Experience in working with multi-stakeholders: government, civil society, community-based organizations, and UN/multilateral/bilateral institutions (shall be considered as an asset). * General organizational capability (minimum staffing and structure of the organization) which is likely to affect implementation: organization can demonstrate that it has already developed and implemented similar projects.   Minimum requirements for the Project Manager/ Team Leader:   * Bachelor’s degree (or equivalent) in Gender Studies, Business Management, Political Science, Law, Economics, or a related field; * At least 5 years of experience in implementing human rights, gender equality and women's empowerment programmes/projects; * At least 5 years of experience in designing and implementing trainings and managing events; * Demonstrated knowledge of women’s empowerment and gender equality issues; * Previous experience in working with UN agencies or other international organizations is an asset; * Language qualifications: Fluency in English; Fluency in Georgian.   **Eligible Programme Proposal**   * A 40-month implementation plan entailing detailed methodology activities, timelines and deliverables; * Corresponding budget   All applicants are advised to review UN Women’s website to familiarize themselves with the organizations’ strategic priorities www.unwomen.org |

1. United Nations, *Beijing Declaration and Platform for Action* (1995). Available at <https://www.icsspe.org/system/files/Beijing%20Declaration%20and%20Platform%20for%20Action.pdf>. The 25-year national and regional reviews of the Beijing Declaration and Platform for Actionunderline the lack of progress towards the achievement of strategic objective G. The reviews are available at <https://www.unwomen.org/en/csw/csw64-2020/preparations>. [↑](#footnote-ref-1)
2. Active suffrage is the right to vote, while passive suffrage constitutes the right to be elected. [↑](#footnote-ref-2)
3. Women started to receive suffrage, the main demand of the first wave of the feminist movement, from the late nineteenth century onward with New Zealand paving the way in 1893. To date, it is only Vatican City where women have no right to vote (women cannot join the College of Cardinals of the Catholic Church that elects the Pope). [↑](#footnote-ref-3)
4. For more, please see: Craig Volden and others, *Legislative Effectiveness of Women in Congress* (2010), available at <https://www.vanderbilt.edu/csdi/research/files/CSDI-WP-04-2010.pdf>; Roxane Wilber, “Lessons from Rwanda: How Women Transform Governance”, *Solutions* (2011), available at <http://www.thesolutionsjournal.com/node/887>; R. Chattopadhyay and E. Duflo, “Women as policy makers: Evidence from a randomized policy experiment in India”, *Econometrica,* vol. 72, No. 5 (2004), pp. 1409–1443; and K. A. Bratton and L. P. Ray, “Descriptive representation: Policy outcomes and municipal day-care coverage in Norway”, *American Journal of Political Science,* vol. 46, No. 2 (2002), pp. 428–437. [↑](#footnote-ref-4)
5. Inter-Parliamentary Union (IPU) Parline, “Global and Regional Averages of Women in National Parliaments”, database ofaverages as of 1 August 2022. Available at <https://data.ipu.org/women-averages?month=8&year=2022&op=Show+averages&form_build_id=form-9MPKSH9W213h0xa0Bi9rn1YUfs5kIZyVw0tBoa49c_o&form_id=ipu__women_averages_filter_form> (accessed on 2 October 2022). [↑](#footnote-ref-5)
6. IPU and UN Women, “Women in Politics: 2021”, infographic. Available at <https://www.ipu.org/women-in-politics-2021>. [↑](#footnote-ref-6)
7. Leave no one behind (LNOB) is the central, transformative promise of the 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs). The UN approach to leaving no one behind is set out in the Shared Framework on Leaving No One Behind: Equality and Non-Discrimination at the Heart of Sustainable Development. Available at: <https://unsceb.org/sites/default/files/imported_files/CEB%20equality%20framework-A4-web-rev3.pdf> [↑](#footnote-ref-7)
8. The Constitution is the supreme law of Georgia and recognizes the supremacy of international treaties over domestic laws, unless a treaty contradicts the Constitution. [↑](#footnote-ref-8)
9. UN Women, “Women in Decision-Making”, issue brief (2021). Available at <https://georgia.unwomen.org/en/digital-library/publications/2021/04/women-in-decision-making>. [↑](#footnote-ref-9)
10. Source: Central Election Commission. [↑](#footnote-ref-10)
11. On 2 July 2020, an amendment to the Electoral Code was adopted by the Parliament of Georgia requiring the political parties running for parliamentary elections in October 2020 to include at least every fourth person of a different sex in their proportional party lists. According to the same amendment, this rule will change to every third of “a different sex” from the 2024 parliamentary elections onward. As for the elections of local self-governments, starting from the elections of 2021, as per the July 2020 amendment, every other candidate on a party list was to be of “a different sex”. Unfortunately, in 2021, right before the October 2021 local government elections, the quota formula for the local-level proportional party lists was amended again from every other to one in every three candidates to be of “a different sex”. [↑](#footnote-ref-11)
12. IPU, “Women in Parliament in 2020”, 2021. Data analysis available through the World Bank Data Portal at <https://data.worldbank.org/indicator/SG.GEN.PARL.ZS?end=2021&locations=Z7&start=2020> (accessed on 2 October 2022). [↑](#footnote-ref-12)
13. Please see the agreed conclusions of the sixty-fifth session of the Commission on the Status of Women (E/CN.6/2021/L.3). [↑](#footnote-ref-13)
14. Please find the alternative reports of a few Georgian CSOs to the CEDAW Committee at <https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/TBSearch.aspx?Lang=en&TreatyID=3&CountryID=65>. [↑](#footnote-ref-14)
15. UN Women, *National Study on Violence against Women in Politics in Georgia* (2022). [↑](#footnote-ref-15)
16. For more, please see: Tamar Sabedashvili, *Gender and Democratization: The Case of Georgia, 1991–2006* (Tbilisi, Heinrich Böll Foundation, 2007), available at <https://ge.boell.org/sites/default/files/gender_and_democratisation_eng.pdf>; and Netherlands Institute for Multiparty Democracy, *Strengthening women’s engagement in the political life of Georgia* (Tbilisi, 2013), available at <https://eecmd.org/wp-content/uploads/2017/08/Expert-papers-on-Womens-Political-Participation.pdf>*.* [↑](#footnote-ref-16)
17. The training module is not available publicly, but it is mentioned on the global UN Women web page on Women’s Leadership and Political Participation, available at <https://www.unwomen.org/en/what-we-do/leadership-and-political-participation>. [↑](#footnote-ref-17)