

Call for Proposal (CFP)
Status of Women in the Labour Market
CFP No. 2018-01 GEF

Section 4: UN Women Terms of Reference

I. Introduction

UN Women is grounded in the vision of equality enshrined in the Charter of the United Nations. UN Women 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. Placing women's rights at the centre of all its efforts, UN Women leads and coordinates United Nations system efforts to ensure that commitments on gender equality and gender mainstreaming translate into action throughout the world. It provides strong and coherent leadership in supporting national priorities and efforts, building effective partnerships with civil society and other relevant actors.

Through its programmes and projects, UN Women is providing technical assistance to national partners (governmental and non-governmental) 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.

In 2018, UN Women Programme Office in Serbia works towards selected development results in the framework of several projects to effectively coordinate and promote accountability for the implementation of gender equality commitments and advancing gender responsive policies and budgeting in Serbia. UN Women places a special focus on the position of vulnerable groups of women and is investing efforts in advocacy for their rights.

UN Women Programme Office in Serbia is implementing a three-year Project "*Support to Priority Actions for Gender Equality in Serbia*" (March 2018 – February 2021) that supports the Government of the Republic of Serbia in effective implementation of the EU Gender Equality Acquis and the National Strategy for Gender Equality 2016-2020 by contributing to the specific measures of the National Action Plan for Gender Equality 2016-2018 and through support to women CSOs. The project will address the Serbia EC Progress Report 2016 recommendation for the sustainable institutional set up for gender equality through support to the Coordination Body for Gender Equality to establish administrative structures and management systems that are needed for implementation and oversight of National Strategy for Gender Equality. Project plans a support to the Ministry of European Integration and institutions involved in programming of EU funds to include gender perspective in planning, and programming of assistance. The programme is funded by the European Commission within the Instrument for Pre-Accession Assistance (IPA) II. UN Women will implement the Project in close cooperation with the Coordination Body for Gender Equality, the Ministry of European Integration, the EU Delegation in Serbia and other partner institutions and women's organisations.

Under the Result 3, The Project will support the implementation of the National Action Plan for Gender Equality 2016- 2018 (NAP) by contributing to the implementation of specific measures on the empowerment of women at the labour market, women entrepreneurship, and the empowerment of rural

women, through awarding grants to women's civil society organisation. This will be achieved through provision of technical assistance for ensuring that proper management and administration of grants is in place. Capacities of women's CSOs for implementation of awarded projects will be increased through organization of trainings and provision of technical assistance. The project will support, through granting mechanism, the women's civil society organisation in three programmatic areas of the National Action Plan for Gender Equality: a) women at the labour market; b) women entrepreneurship and c) rural women. Combining the exchange of knowledge and the implementation of the grants scheme, this action will capacitate women's CSOs to participate in community development in general, and to support targeted initiatives.

II. Description of required services/results

UN Women plans to engage Responsible Parties (women Civil Society Organizations/networks/professional associations or agriculture cooperatives) to work towards the achievement of the Result 3 of the "Support to Priority Actions for Gender Equality in Serbia" Project, through implementation of measures on the empowerment of women at the labour market, in line with the NAP Specific Objective 2.3. *Improve women's economic and labour market status, especially of women from vulnerable groups.*

More specifically, organizations are expected to submit proposals with clear and specific statement of what the proposal will accomplish, description of approach and methodology and other details as per requirements stated in Annex B2-3 to this Call for Proposals (Template). Proposals are expected to show clear contribution to the implementation of one or more of the following measures and related activities envisioned by the NAP 2016-2018:

- Increase formal employment of women, in particular older women and women from vulnerable groups (Measure 2.3.2.)
- Ensure that everyone enjoys equal employment and labour rights (Measure 2.3.5.)

Indicative areas of intervention under this call may include (list not exhaustive):

- Propose innovative pilot measures to find sustainable and transformative solutions to ensure women's proactive engagement in the labour market;
- Provide mentoring, peer support and knowledge dissemination among women from various groups to access available formal economic opportunities;
- Support municipalities/employees to introduce measures for employment of women over 45 years of age;
- Provide skills trainings for specific groups of women to increase the prospects for salaried employment;
- Identify discriminatory practices in employment of women and propose mitigation measures;
- Support advocacy for targeted programmes and measures to increase women's access to decent jobs, productive employment, and non-traditional occupations, with focus on categories of women with high level of inactivity/unemployment;
- Pilot innovative models for work-life balance and/or reconciliation of parenthood and work;
- Advocate for establishment of women's union, and/or increase capacities of members of existent women's union on gender equality;
- Undertake research and analysis to better understand and identify gender gaps and barriers to women's decent employment and career advancement, and effective measures towards equality on labour market, and carry out evidence-based advocacy;
- Etc.

Proponents should clearly indicate an activity in the workplan with indicative budget to organize and/or participate in at least one event dedicated to discussion on the implementation of measures from the NAP and provide support for networking and exchange of best practice in the implementation.

III. Timeframe

The proposals are expected to cover a period of minimum 1 year/12 months to maximum 2 years/ 24 months.

IV. Budget Request

The proposed intervention size and budget request per project must fall between a minimum indicative amount of EUR 20.000 and a maximum amount of EUR 30.000. Budget proposal should be submitted in the local currency, Republic of Serbia Dinar. All currency exchanges should be calculated using the UN Operational Exchange Rate as per the date of submission of proposal available at: <https://treasury.un.org/operationalrates/OperationalRates.php>

V. Competencies

a. Technical/functional competencies required;

Requirements of Project Manager:

- Education: Degree in gender studies, law, economy, management, international relations, political sciences, social sciences, or others;
- Work experience: At least 3 years on experience in management of projects related to economic empowerment of women and/or gender equality;
- Language: Serbian. Knowledge of English.

b. Other competencies, which while not required, can be an asset for the performance of services:

- Good knowledge of gender equality and women's rights issues, as well as needs of vulnerable and multi-discriminated groups of women;
- Knowledge on Serbian legal framework related to gender equality;
- Previous experience working with United Nations.