**TERMS OF REFERENCE**

**for a National Company/Civil Society Organization to support the empowerment of youth as positive agents of change through a tailored mentoring programme**

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| **Location:**  **Type of contract:** | Chisinau, Republic of Moldova  UN Women Professional Services Contract |
| **Languages required:** | Romanian, Russian, English |
| **Duration of the contract:**  **Programme:** | Up to 11 months, from April 2020 until March 2021  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 center 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](http://moldova.unwomen.org/en/biblioteca-digitala/publicatii/2018/03/strategic-note-summary), aligned with [the Republic of Moldova–United Nations Partnership Framework for Sustainable Development 2018–2022](http://md.one.un.org/content/dam/unct/moldova/docs/pub/strateg/UNDAF%20Moldova%20EN.pdf), [the Global Strategic Plan of UN Women for 2018-2021](http://www.unwomen.org/en/executive-board/documents/strategic-plan-2018-2021), the [National Strategy on Gender Equality for 2017-2021 (NSGE)](https://gov.md/sites/default/files/document/attachments/intr16_85.pdf), and aims to contribute to the gender-responsive implementation of the [2030 Agenda for Sustainable Development.](http://www.unwomen.org/en/what-we-do/post-2015)

[UN Women Strategy for Moldova 2018-2022](http://moldova.unwomen.org/en/biblioteca-digitala/publicatii/2018/03/strategic-note-summary) 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.

Violence against women as a form of gender-based violence represents a global endemic problem threatening the right to life and dignity of millions of women around the world and entails several social and health consequences for survivors, ranging from negative health outcomes to the fatal phenomenon of femicide or suicide. In our contemporary world, women who are subject to violence continue to be prevented from a full participation in both public and private life, which seriously affects their human dignity and equality. Gender-based violence not only jeopardies women’s physical and mental health, but also leads to serious violations of all their human rights, be they economic, social, cultural, civil or political.

The latest national statistics and survey data available show that violence against women is alarmingly widespread in Moldova. According to the first national study on the prevalence of the phenomenon ([“Violence against Women in the Family”](http://moldova.unwomen.org/ro/biblioteca-digitala/publicatii/2017/07/report-on-domestic-violence-2011)) carried out by the National Bureau of Statistics and commissioned by UN Moldova in 2011, 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.

There is evidence that due to widespread gender roles and stereotypes, violence against women in Moldova is not only widespread but, in some cases, also accepted and justified in the name of socio-cultural norms. As a consequence, women facing violence are not fully protected and many of them would report violence only in most serious cases. Therefore, as confirmed by the above-mentioned national study, a significant number of women remain unassisted and continue to be subject to violence.

Taking into consideration these aspects, [UN Women Moldova](https://moldova.unwomen.org/en/munca-noastra/ending-violence-against-women) mobilizes various actors of the society including youth, judicial staff, police, religious leaders, members of the artistic community, former perpetrators, so that under the leadership of the survivors of violence, the ‘whole of society’ can produce long-overdue results for women. Apart from these, UN Women has continuously provided technical support to government authorities and civil society partners to successfully implement the provisions of the [Law No 45-XVI on Preventing and Combating Domestic Violence (DV)](http://lex.justice.md/md/%20327246/) (2008) and recent amendments, and to strengthen the legislative and policy framework by further aligning it to the international norms and standards. In this context, in 2016, UN Women supported the Government in the development of the first [National Strategy for Preventing and Combating Violence against Women and Domestic Violence for the Period 2018-2023](http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=374992).

In this context, prevention represents one of the most efficient and sustainable ways to combat gender-based violence and contribute to a peaceful and inclusive society for all. Whether as victims, bystanders or perpetrators, boys and girls will experience some forms of violence when they become adults. Such experiences will have serious consequences on their mental and physical health, as well as social and intimate relationships. The lack of gender-sensitive education and information represents some of those factors contributing to adolescent pregnancy, higher incidence of Sexually Transmitted Infections, gender inequality and all forms of gender-based violence. For example, in the Republic of Moldova, as of 2018, youngsters, aged between 15-24, represent 22.6% of HIV-infected persons ([National Bureau of Statistics](https://statistica.gov.md/newsview.php?l=ro&idc=168&id=6431)). At the same time, adolescent pregnancy is still alarmingly high in Moldova, reaching 23.2 births per 1,000 girls aged between 15-19 ([UNFPA Moldova](https://moldova.unfpa.org/en/news/investing-teenage-girls-key-moldova-prosperity)). Preventing and reducing such risks means also empowering women and girls and involving men and boys as partners and beneficiaries through targeted initiatives and through changing social rigid perceptions about women and girls. Shifting traditional roles attached to women and girls, which represent significant barriers both in their public and private life, needs sustainable action and joint efforts made by women, girls, men and boys together.

Aware of the vital importance of gender-based violence prevention and women’s, girls’ empowerment with the involvement of men and boys as partners of change, UN Women Moldova is committed to contributing to the strengthening of self-confidence, leadership skills of rural girls, boys, as well as young women, so that they can take the lead and become positive agents of change in their communities towards the achievement of gender equality. The new 2030 Agenda for Sustainable Development must deliver equal gains for youth. The force and inspiration of our youngest leaders are critical drivers for accelerating progress on sustainable development and gender equality. UN Women youth and gender equality strategy seeks to empower young women and young men as partners in achieving gender equality.

***Rationale***

In this context, UN Women CO intends to engage a national company/civil society organization working with youth to develop and implement one tailored mentoring programme to promote gender equality, positive social norms, respectful relationships and to prevent violence against women by supporting girls and boys from rural areas to take the lead and become positive agents of change through community-based initiatives.

The selected company/civil society organization will be responsible for the development and implementation of one mentoring programme relying on its knowledge, working experience with the youth including operational and organizational skills. The mentoring programme shall aim at raising awareness and encouraging learning, knowledge-building and skills development of girls and boys from rural areas who will become positive agents of change. Both training and mentoring on gender equality will help women and men, boys and girls to understand the deeply rooted gender roles and acquire the necessary skills and knowledge for the advancement of gender equality, promotion of positive social norms and respectful attitudes by involving different actors at the community level, thus making the change sustainable.

Nowadays, it is well known that community and youth-centred approaches are necessary in the prevention, combating and eradication of violence against women and promotion of gender equality. Interventions for developing self-confidence and inter-personal skills can help young people to improve their social and emotional competencies, in this way both contributing to their personal growth and to becoming leaders of change in their communities. Therefore, by applying innovative tools, the mentoring programme for girls and boys from rural areas will further aim at the development of their personal and social skills and building their knowledge in the field of gender equality so that they acquire comprehensive skills to become informed leaders of change in their communities.

As a result of this engagement, UN Women in collaboration with the selected national company/ civil society organization will ensure that up to 50 girls and 50 boys from rural areas, including the ones from underrepresented groups, have gained substantial knowledge on gender equality, positive interpersonal and self-confidence skills; have benefited from mentoring opportunities in order to become positive agents of change in their communities and have created informal support groups. The informal support groups will acquire the necessary skills to organize and conduct community-based initiatives, such as thematic meetings/discussions on the phenomenon of gender-based violence and discrimination, by inviting and involving different actors, including school and public institutions representatives, youth, faith and underrepresented groups. Youth’s agency and participation, voice and partnerships with young women and young men already active in this field, young women-led organizations, networks and inter-generational partners will be ensured.

***Scope of work***

Under the supervision of UN Women Moldova Programme Analyst on EVAW, the selected national company/ civil society organization will be responsible for the implementation of the following tasks:

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| Tasks and activities |
| Task 1: To elaborate a work plan containing specific activities and corresponding team members responsible for each activity. Define criteria for the selection of participants for the programme. |
| Task 2: To select the participants in the programme, the future agents of change (girls and boys). A specific attention should be put on involving youth from underrepresented groups, like Roma, youth with disabilities, youth with migrant parents, HIV/AIDS, LGBTQ+, etc. It should be ensured that youth from underrepresented groups represent at least 10% of selected participants. The selected company should support their full participation and ensure they are not excluded from the initiative, though creation of conditions/reasonable adaptation. |
| Task 3: Organize a 1st meeting to identify their specific needs, present the aims and activities of the programme, commonly establish further steps to be undertaken. During this meeting an informal and safe space for communication and support has to be created. Submit the report on the first meeting with the participants of the mentoring programme. |
| Task 4: To elaborate the methodology and toolkits for the first informational and raising awareness training, based on the needs of the participants, girls and boys from rural areas, the future agents of change. |
| Task 5: To lead the first informational and raising awareness trainings for girls and boys from rural areas. |
| Task 6: To elaborate and submit the report on the conducted informational and raising awareness trainings for girls and boys from rural areas. |
| Task 7: To elaborate, based on both national or international good practices and in collaboration with the girls and boys, a training package for youth on how to lead trainings/informational activities with regard to gender equality, domestic violence, gender-based violence, positive social behavior promotion, women’s rights etc. (concept, text, design). |
| Task 8: a) To elaborate specific mentoring action plans and work methods targeted towards girls and boys  in order to support them to lead the change in their communities;  b) to create informal support groups for boys and girls and young women. |
| Task 9: To elaborate and implement a sub-granting programme (up to 10 sub-grants, average 10,000 MDL each) to financially support girls and boys form rural areas to undertake small innovative projects in order to promote and support gender equality and positive behavior in their communities, including through organizing and conducting community-based thematic meetings with a broad range of different actors. |
| Task 10: To elaborate and submit the report on the implementation of the sub-granting programme. |
| Task 11: To elaborate and submit a separate specific report on the mentoring programme and overall support provided to girls and boys from rural areas, agents of change. |
| Task 12: To elaborate and submit the final detailed report containing all relevant information with regard to the conducted activities and mentoring programme, including lessons learned. |

***Methods and Process***

The national company/ civil society organization is advised to use a combination of techniques and tools, innovative approaches, such as positive deviance, media campaigns, social theatre, 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 national company/ civil society organization shall secure a participatory and transparent approach.

***Deliverables and Timeframe***

During the implementation of this assignment, the selected national company/ civil society organisation shall be responsible for the delivery of the following outputs, comprising of the main milestones:

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| **#** | **Activities and Deliverables** | | **Tentative time frame for the accomplishment of the task** | **Percentage of milestone/output & a tentative schedule of payments** |
|  | | **Detailed work plan developed,** containing timeframes,briefdescription of the proposed activities andmethodology to be used, criteria for participants selection | Within one week after signing the contract | 5% |
|  | | **Report** includingall relevant working materials attached on:  **- the 1st meeting organized with girls and boys** to familiarize with their specific needs and strengths;  - **the informational and raising awareness training developed** | June 2020 | 15% |
|  | | **Report,** includingall relevant working materials attached on:  **- Informational and raising awareness training(s)** for girls and boys from rural areas **conducted** | July 2020 | 15% |
| 4. | | **Report,** with all relevant working materials attached, on:  **- the training package for the youth developed** on how to lead trainings/informational activities with regard to gender equality, domestic violence, gender-based violence, positive behavior promotion, women’s rights, consent, health, etc.  **- the training conducted.** | August 2020 | 15% |
| 55. 5. | | **Report**, with all relevant working materials attached, on:  - the mentoring programme conducted for up to 50 girls and 50 boys from rural areas;  - the overall support provided to boys and girls from rural areas | September – December 2020 | 35% |
| 6. | | **Report on the sub-granting programme,** containing all relevant information, selection criteria, information on initiatives and small projects implemented, suggestions for further replication of the sub-granting programme | January 2021 | 10 % |
| 7. 7. 7. | | **Final report,** containing all relevant information, best practices, overall assessment regarding the mentoring sessions (challenges, opportunities and strengths) and suggestions for future action to be undertaken. | February 2021 | 5% |
|  | | **Total** |  | **100%** |

All deliverables should be agreed 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 eighteen-months assignment starting from April 2020 with all tasks being accomplished by the mid March 2021 in conformity with the timeframe described under “Deliverables and Time frame” section.

***Management arrangements***

The selected national company/ civil society organization will work under direct supervision of the UN Women Programme Analyst on EVAW and is expected to provide highly qualified consultants for this specific assignment, with appropriate skills and expertise. UN Women will provide all the necessary materials for a better understanding of the context and for the successful fulfilment of the engagement.

***Performance evaluation***

The national company/ civil society organization’s 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 7 instalments, upon successful completion of deliverables and certification of the final report by UN Women that the services have been satisfactorily performed. The company shall be responsible for all administrative, logistical, travel arrangements and costs in organizing the trainings and fulfilling this assignment.

***Requirements to the company/ CSO***

* Officially registered legal entity with full capacity to act;
* At least two (2) years of experience in promoting gender equality and combating and preventing gender-based violence;
* At least four (2) years of experience in working with the youth and empowering them;
* At least four (2) years of experience in offering non-formal education through providing mentoring sessions, trainings, workshops;
* Collaboration with government authorities and grassroots organizations in coordinating activities and implementing strategies in the field of women’s rights would be an asset;
* Previous successful collaboration with international organizations, especially UN agencies, would be an asset.
* Full acceptance of the Contract General Terms and Conditions.

***Requirements to the task team of the company/ CSO***

The organization of the task team is of ultimate importance. The task team shall include one team leader and several qualified team members. The required experience of the project team shall be explicitly described in their CVs and shall include the following requirements:

***Team Leader (Project Coordinator)***

1. University 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 five (5) years of proven work experience in the field of gender equality/eliminating violence against women and girls, human rights and development;

3. At least three (3) years of experience as a team/group leader/manager in undertaking similar assignments;

4. Experience with development organizations, including donors and stakeholders is considered an asset;

5. Fluency in Romanian and Russian. Working knowledge of English would be considered as a strong asset.

***Qualified team member/s***

1. University degree in law, human rights, sociology, gender studies, public relations, development studies and/or other social science related areas for this assignment;
2. At least two (2) years of proven experience in raising awareness/delivering trainings, including to young women and girls;
3. At least two (2) years of proven experience in supporting the empowerment of women and helping women in their initiatives through mentoring;
4. Fluency in Romanian and Russian. Working knowledge of English would be considered as a strong asset.

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| *Values and competencies* |
| *Core Values:*   * Integrity * Professionalism * Cultural sensitivity and respect for diversity * Gender sensitiveness and empathy towards women’s rights issues * Respect for UN principles   *Core Competencies:*   * Communication * Planning and Organizing * Organizational Awareness * Team working ability * Accountability * Leadership |

The Team Leader/Project Coordinator shall provide UN Women with frequent updates on the progress of the assignment and other relevant aspects of the work. The entire team is responsible for the content and quality of all the deliverables and making sure that they are in line with the objectives set for this contract.