

## **TERMS OF REFERENCE**

The UNFPA Moldova Country Office is looking to contract an International Organization/ Company to develop an evaluation package for programmes for perpetrators of domestic in RM and support organizing a high-level advocacy event on implementation of Art.16 of the Istanbul Convention

UNFPA has been operating in the Republic of Moldova since 1995. The support that the UNFPA Moldova Country Office provides to the Government of the Republic of Moldova is under the framework of the 4th Country Programme 2023-2027.

UNFPA is leveraging its support for the National Programme on Preventing and Combating Violence Against Women and Domestic Violence 2023-2027 to advocate for and assist the Moldovan government in fulfilling its obligations under its Specific Objective 1.5, on developing efficient behavior change programmes for perpetrators, and Article 16 of the Istanbul Convention on development of programmes aimed at teaching perpetrators of DV to adopt non-violent behaviors in interpersonal relations with a view to prevent further violence. This strategic focus aims to ensure that Moldova is well-prepared for the upcoming GREVIO evaluation in 2026. UNFPA's strategic efforts are closely aligned with the GREVIO evaluation process, ensuring that Moldova's progress in implementing perpetrator programmes is effectively showcased and any identified gaps are addressed proactively.

By strategically focusing on advocacy, technical assistance, monitoring and evaluation, and stakeholder engagement, UNFPA will play a pivotal role in supporting the Moldovan government's efforts to implement perpetrator programmes and achieve its commitments under the Istanbul Convention, ultimately leading to a reduction in violence against women and domestic violence in Moldova.

### **The contracted Company is expected:**

- To conduct a quick analysis of the context in the probation and NGO programmes which is relevant for setting up the evaluation process. Specific attention needs to be given to enabling that the evaluation takes into account the survivor's perspectives, safety and well-being throughout the process.
- To assess the evaluation package for safe and effective programs of perpetrators of domestic abuse within probation and non-government sector. To suggest the evaluation package to ensure that the package will include i) an evaluation framework and methodology tailored to the Moldovan context, incorporating qualitative and quantitative indicators; ii) data collection tools that are culturally sensitive, linguistically appropriate, confidential and prioritize survivor safety and well-being and, iii) to suggest a plan for data analysis and reporting, ensuring anonymised findings are actionable and support continuous programme improvement, iv) suggest a robust ethical framework to guide the evaluation process, including informed consent, confidentiality, data security, and minimizing harm to participants.

- To present the suggested evaluation model to the probation and NGO managers, with the aim to get their feedback on the model, and agree on how it will be implemented in each institution/organization.
- To conduct capacity-building sessions with appointed representatives from the Probation Department and the Center for Assistance and Conciliation for Family Aggressors to effectively collect and analyze quality data related to safe and effective perpetrator programmes. The participants will be trained on how to implement the evaluation tool and procedures in an effective way.
- To provide on-the-job mentorship and support to participants as they implement data collection and analysis within their respective roles, ensuring practical application of the newly developed skills.
- Support the probation department and NGOs to set up evidence-based risk assessment procedures, including risk assessment tools.
- To support UNFPA in organizing a High-Level Advocacy Event, including conceptualizing the event, defining objectives, and identifying target audience; supporting with strategic speaker invitations (GREVIO, relevant international networks, organizations etc); and developing evidence-based advocacy materials (reports, presentations, case studies, etc.) relatable to safe and effective perpetrator programmes that addressed and changed violent behavior and enhanced the safety and well-being of GBV survivors.

## **II. Scope of Work/Duties and Responsibilities**

The overall objective of this assignment is to:

1. Assess the existing evaluation package for Perpetrators Programmes and suggest an evaluation package to ensure it aligns with best practices in promoting perpetrators accountability, behavior change and survivors' safety, including:
  - the evaluation framework and methodology tailored to the Moldovan context, incorporating qualitative and quantitative indicators, information obtained from various sources (at least the perpetrator, the survivors whenever possible), and pre and post measurement.
  - culturally sensitive and linguistically appropriate data collection tools.
  - suggest a plan for data analysis and reporting, ensuring findings are actionable and inform programme improvement while prioritizing survivor safety.
2. Support the National Probation Inspectorate and NGOs to set up evidence-based risk assessment procedures, including risk assessment tools, to support practitioners determine the intensity and type of intervention required and contribute to safety planning for survivors.
3. Enhance the capacity of appointed representatives from the Probation Department and the Center for Assistance and Conciliation for Family Aggressors to effectively, ethically, and safely collect and analyze quality data related to evaluation of perpetrator programmes:
  - participate in the meetings with managers of the Probation service and the Center for Assistance and Conciliation for Family Aggressors, to present the suggested evaluation

package, get their support for the implementation of the evaluation package and their feedback, and jointly agree on the evaluation model that will be applied.

- support the Probation Department and the Center for Assistance and Conciliation for Family Aggressors to set up a framework which enables effective, ethical and safe evaluation, particularly in ensuring that the data is collected from the survivors, whenever possible.
- develop and implement the training package on implementation of effective evaluation process and tools (quantitative and qualitative).
- follow up by providing mentorship/coaching to participants as they implement data collection and analysis in their respective roles and testing the evaluation model.
- fine tune the evaluation model. Provide an example report containing analysis of the outcomes of perpetrator programmes, based on comparing baseline and midline data.

4.Support UNFPA to organize a High-Level Advocacy Event:

- collaborate with UNFPA to conceptualize the event, define objectives, and identify target audience.
- support with the selection and invitation of the strategic speakers (GREVIO, relevant international networks, organizations etc)
- support the development of evidence-based advocacy materials (reports, presentations, case studies etc.) relatable to safe and effective perpetrator programmes that addressed and changed violent behavior and enhanced the safety and well-being of GBV survivors.

**III. Deliverables**

#	Deliverables	Payment amount	Deadline
1.	<p>The evaluation package for Perpetrators Programmes developed</p> <ul style="list-style-type: none"> <li>● the suggested evaluation framework and methodology</li> <li>● data collection tools</li> <li>● the suggested plan for data analysis and reporting,</li> </ul> <p>Probation department and the Center for Assistance and Conciliation for Family Aggressors are supported to set up a framework for effective evaluation</p> <ul style="list-style-type: none"> <li>● activities implemented to ensure that there is effective collaboration with women support services, and the collection of the data from the survivors</li> <li>● activities implemented to ensure that the data can be collected from every client, following the developed procedures</li> </ul>	20 % of the contract amount	February 1st, 2025
2.	<ul style="list-style-type: none"> <li>● The evidence-based risk assessment procedures, including risk assessment tools developed.</li> </ul>	20 % of the contract amount	February 5th, 2025

3.	The capacity building for representatives of probation and the Center for Assistance and Conciliation for Family Aggressors to implement the evaluation package and risk assessment tools conducted <ul style="list-style-type: none"> <li>● the training package developed</li> <li>● capacity building conducted</li> <li>● the training report submitted</li> </ul>	20 % of the contract amount	February 15th, 2025
4.	The analysis evaluation package is tested and fine tuned <ul style="list-style-type: none"> <li>● final evaluation package</li> <li>● the example report on the outcomes of perpetrator programmes</li> </ul>	20 % of the contract amount	March 20th, 2025
5.	High-Level Advocacy Event conducted	20% of the contract amount	March 25th, 2025

#### **IV. Institutional arrangements**

- The Company will be responsible for collecting key background materials and information; UNFPA may provide the Contractor with relevant technical support and advice during the implementation of the tasks.
- The Contractor will be expected to use their own computers and other necessary equipment as well as make its own travel arrangements for the assignment.
- The Company shall fulfill its contractual assignments under the guidance and direct coordination of the UNFPA GBV Programme Analyst.
- Deliverables shall be approved by the UNFPA GBV Programme Analyst.
- All documentation related to deliverables shall be provided by the Company in the English language.
- All prices/ costs shall be exclusive of VAT.

#### **V. Required qualifications of the Company**

Interested bidders should meet the following minimum requirements:

- Have at least 5 (five) years of relevant experience in the analysis/development of initiatives with aggressors/perpetrators (or potential aggressors/ perpetrators) of GBV, especially domestic violence.
- Have implemented at least 5 (five) overall evidence-based analysis of programmes to prevent, address and combat gender-based violence, to produce a strategic vision on working with perpetrators of GBV, especially domestic violence in the last 8 (eight) years.

Criteria for the evaluation of the management structure and key personnel:

**Team Leader:**

University degree in Business Administration, Law, Sociology, International relations, Gender and GBV, or another related field Experience as Task Manager in at least 4 (four) similar projects

At least 5 (five) years of experience in organizing, managing and conducting analytical studies, researches.

Working with state/governmental institutions is an asset

**Lead Expert:**

University degree in Sociology, International relations, Gender/GBS studies or another related fields.

Experience as Expert in at least 4 (four) similar projects

At least 5 (five) years of experience in organizing and conducting researches

Experience in working with state/governmental institutions is an asset.

**VI. Timeframe:**

Contractual assignments shall be initiated not later than 2<sup>nd</sup> January and shall be fully completed not later than 31<sup>st</sup> March, 2024.