**ANNEX II**

**TERMS OF REFERENCE**

The UNFPA Moldova Country Office is looking to contract a Company **to develop the concept of national services for perpetrators and quality standards,** under the National Programme on Ending Violence Against Women and Domestic Violence 2023-2027.

UNFPA is the lead UN agency for delivering a world where every pregnancy is wanted, every childbirth is safe and every young person's potential is fulfilled. Since 1995 UNFPA has been active in the Republic of Moldova, being the lead UN agency in supporting the national Government”s efforts in developing and implementing policies and programs on sexual and reproductive health and rights, gender equality and ending GBV, adolescents and youth empowerment and population and demographic policies. The Republic of Moldova (RM) has made significant progress in developing the system to prevent and combat violence against women and domestic violence., It is necessary to continue aligning the regulatory framework and practices in this area with the provisions of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (*hereinafter referred to as the Istanbul Convention*), ratified by the Parliament of the Republic of Moldova by Law No 144/2021.

The National Program on preventing and combating violence against women and domestic violence 2023-2027 (*hereinafter referred to as the Program*) is a public policy document that derives from and is oriented towards the implementation of the provisions of Chapter V – Priority sectoral policies, section INTERNAL AFFAIRS of the Government Program ‘Moldova: Prosperous, Safe, European’ approved by Government Decision No 28/2023.

The Program is in line with relevant regional and international requirements, in particular: the Istanbul Convention, the United Nations (UN) Convention on the Elimination of All Forms of Discrimination against Women, the Association Agenda between the Republic of Moldova and the European Union for 2021-2027, the Recommendation of the Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO), Recommendation 2030 (2013) of the Parliamentary Assembly of the Council of Europe on violence against women.

The Program aims to contribute to ensuring gender equality and combating gender stereotypes; zero tolerance towards all forms of violence against women and domestic violence; ensuring effective multidisciplinary victim-centered response to cases of violence through the development of sufficient and appropriate social services to meet the needs of victims and effective justice system response to cases of violence by holding perpetrators accountable and developing programs for perpetrators.

The Program includes a dedicated **Specific objective 1.6 - establishment of probation programs and services as well as realization of efficient activities teaching the domestic perpetrators to adopt a non-violent behavior.**

Actions under these objective of the Program are as follow:

* *Develop an analytical study of existing services for perpetrators and the concept of national services for perpetrators and quality standards.*
* *Review the working tools/specialized instructions of the probation bodies in terms of strengthening the segment of prevention of recidivism by GBV aggressors and perpetrators, including sexually violent offenders (especially re-education of juvenile offenders).*

Under this objective, it is planned to analyze framework/ programs for perpetrators, in different state and non-state agencies (probation, penitentiaries, police, civil society-led programmes), revise existing prevention programmes for perpetrators of domestic violencein Moldova, to suggest ways of replicating experiences and lessons learned from the EU countries with sound experience on working with aggressors/ perpetrators (or potential aggressors/ perpetrators) of domestic violence and early prevention, to provide technical assistance on integrating lessons learned and best modalities and innovative models for evidence-based early prevention and working with perpetrators of domestic violence.

UNFPA is therefore seeking to contract the services of an international organization/company with experience in the analysis/development of initiatives with aggressors/perpetrators (or potential aggressors/ perpetrators) of GBV, especially domestic violence, and/or 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 and early prevention as well as support in development of specialized programmes for state and non-state institutions. As well the organization/company shall have implemented 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.

The documents will be based on the Article 16 of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention)[[1]](#footnote-1) and will serve as a basis to develop a domestic violence rehabilitation programme for abusers (both early prevention and interventions for perpetrators through probation/prison services), depending on the situation and requirements of different actors/institutions, with a strong focus on the protection, human rights and safety of survivors.

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

The overall objective of this RFP is to:

* Produce an **analytical study** of existing services for perpetrators in the Republic of Moldova and analysis of the existing quality standards and provide recommendations for improvement;
* Develop the **concept** of national services working with perpetrators of domestic violence and early prevention;
* Support the **3 state institutions and namely: (1)Probation department, (2)Penitentiary department, (3)Police** department in developing/adjusting domestic violence rehabilitation programmes for abusers (both early prevention and interventions for perpetrators), depending on the situation and requirements of different institutions, with a strong focus on the protection, human rights and safety of survivors.
* Organize a **study visit** for the national delegation to learn from successful programmes targeting perpetrators of domestic violence.

Under overall guidance of the Ministry of Labour and Social Protection and UNFPA the selected institution will implement the following set of tasks:

1. Develop and present the inception report which will include: methodological approach, draft structure or annotated outline of the documentsand detailed work plan and timeline for the overall assignment.

2. Organize and facilitate consultations and validation meetings with Government and UNFPA country office, and non government actors and other relevant stakeholders, and international experts, identified as necessary (list of stakeholders to be provided by the project team), preferably physical meetings.

A reference group will be established by UNFPA, in consultation with the Ministry of Labor and Social Protection. The reference group will include representatives of Government and UNFPA, as well as external experts (e.g. academia, civil society and women’s human rights organizations). The reference group will meet at least twice: 1) to review the outline of the analytical study and concept of services, 2) to review the draft of analytical study and concept of services.

3. Develop the **analytical study** and facilitate at least two rounds of feedback, preferably with physical presence, with the reference group. The document shall include, but not limited to:

1. **Desk review** of available studies, reports, etc. including the findings from the [Regional Guidance on Working with Perpetrators of Domestic Violence and Early Intervention.](https://eeca.unfpa.org/sites/default/files/pub-pdf/un_woman_-_eu_4_gender_equality3.pdf)
2. **In-depth analysis** of existing programmes, initiatives and/or services for perpetrators of domestic violence provided by state and non-state institutions in Moldova, with an analysis of their inclusion, effectiveness, sustainability, protection of the safety and rights of victims, alignment with international and regional standards and recommendations etc. The analysis shall be based not limited to: interviews, focus groups discussion, field visits, meetings, workshops, etc. During the analysis, it is required to consult the opinion/perspective of aggressors who participated in the programmes for aggressors to assess the effectiveness of the programmes.
3. Compilation of evidence-based best practices from at least three countries of EU and globally (e.g. Spain, Sweden and Belgium, to be decided);
4. Solutions to address the needs of specialists conducting programmes for domestic violence perpetrators in terms of staffing, capacity, methodological support, safety, supervision, funding, etc.
5. Country-specific recommendations for producing, piloting and/or improving programmes of domestic violence perpetrators to align the interventions with the standards of the Istanbul Convention and/or other international standards;
6. Finalize the document, by including the feedback

4. Based on the conducted desk-review, support the stakeholders to undertake **a study visit** to learn from successful programmes targeting perpetrators of domestic violence. This includes suggesting a European country for a study visit, putting together a list of stakeholders to be met in the country and preparing a draft agenda for the study visit. Organize/lead the study visit and prepare, all logistics (the DSA shall not exceed official UN DSA rates). The study visit shall include up to 8 national participants.

5. Develop the national **concept** for services/programmes for working with perpetrators of domestic violence and early prevention based on the analysis and the received comments and feedback.

The concept shall include, but not limited to: methodology for working with domestic violence perpetrators programmes, including for those implemented by state institutions and non-governmental organizations (NGOs); overriding **principles** that underpin the delivery of services and the foundational elements which must be in place to support the delivery of service, **the roadmap** of services for perpetrators and connections, referral; methodology for **coordination,** the vision on the manner services need to interact, **foundational elements** to enable the delivery of quality services; needs for training and workforce development, geographical coverage based on specific needs of the country, M&E, risk management plan and adaptation to different target groups etc.

As part of the concept, the assignment includes the revision **of existing national standards** on working with aggressors/perpetrators of gender based-violence and domestic violence, including key services; minimum timeline of interventions, staff competencies and requirements, risk management, measurement of results, adaptation to different target groups, etc.

The concept shall be developed in a participatory manner with participation of national stakeholders and could include a series of working meetings and workshops.

6. Present a plan for dissemination/application of the documents and prepare/lead the event to present the analysis and concept to key stakeholders.

7. Based on research conducted and vision, support the 3 institutions: (1) Probation Department, (2) Penitentiary Department, (3) Police Department in **developing/reviewing/updating - on the case - respectively, 3 sectorial detailed evidence based programmes (one for each department), for the delivery of effective interventions for people who perpetrate violence in close relationships** (both early prevention and interventions for perpetrators), depending on the situation and requirements of the institutions, with a strong focus on the protection, human rights and safety of survivors.

based on the Istanbul Convention article 16, as well as **Minimum standards for support services** ([www.coe.int](https://www.coe.int/t/dg2/equality/domesticviolencecampaign/Source/EG-VAW-CONF(2007)Study%20rev.en.pdf)) for

combating violence against women developed by the Council of Europe (2008,  [Regional Guidance on Working with Perpetrators of Domestic Violence and Early Intervention](https://eeca.unfpa.org/sites/default/files/pub-pdf/un_woman_-_eu_4_gender_equality3.pdf), , the [Essential Services Package for Women and Girls Subject to Violence](https://www.unfpa.org/essential-services-package-women-and-girls-subject-violence) (ESR) and other UN international guidelines

**III. Deliverables**

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| # | Deliverables | Payment amount | Deadline |
| 1. | Inception report developed | 15 % of the contract amount | October 30th, 2023 |
| 2. | Analytical study developed | 15% of the contract amount | November 15th 2023 |
| 3. | Study visit organized and conducted | 15 % of the contract amount | November 30th, 2023 |
| 4. | Concept of services for perpetrators developed, including the revised national standards on working with perpetrators | 20% of the contract amount | December 15th, 2023 |
| 5. | The event to present the study and concept | 15% of the contract amount | January 15th, 2023 |
| 6. | 3 Programmes for (1) Probation , (2) Penitentiary Institutions, (3) Police developed and validated | 20% of the contract amount | March 15th, 2024 |

**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.
* The Company shall fulfill its contractual assignments under the guidance and direct coordination of the UNFPA Project Manager.
* Deliverables shall be approved by the UNFPA Project Manager.
* 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 8 (eight) 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 : (national and international)**

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 : (national and international)**

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.

**Junior expert(s)(national and international)**

University degree in Gender/GBV, Sociology, Economics, International relations or another related field

At least 3 (three) years of experience in doing analytical work, organizing and conducting researches, surveys.

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

Proficiency in Romanian and English languages

**VI. Timeframe:**

Contractual assignments shall be initiated not later than October, 2023 and shall be fully completed not later than March, 2024**.**

1. https://edoc.coe.int/en/violence-against-women/7144-domestic-and-sexual-violence-perpetrator-programmes-article-16-ofthe-istanbul-convention.html [↑](#footnote-ref-1)