



International Organization for Migration (IOM)  
The UN Migration Agency

**Project: “GENDER BASED VIOLENCE COOPERATION ACROSS THE NISTRU RIVER  
(October 2020 – March 2023)”**

**Activity: “Development of the Social standards, training materials and conducting trainings with relevant stakeholder to improve the support provided to survivors”**

**TERMS OF REFERENCE  
for the Consultant**

**Nature of the consultancy:** Provision of specialized expertise in the development and piloting of a “social standard” for providers of legal, psychological and social support and assistance to survivors of domestic violence on the left bank of the Nistru river and possible contribution for similar framework on the right-bank.

**Objective:** Contribute to the development of a social standard following international standards, regulations, and best practices to enhance institutional capacity and cross-river cooperation in the response to gender-based violence (GBV) on the left bank, which will:

- Strengthen partnerships among specialists, academia and CSOs across the conflict divide, which contribute to building a model of cross-river cooperation that supports the 5+2 thematic sub-working groups,
- Improve policy and legal framework on GBV in Transnistria by aligning standards between the two banks around GBV issue, and
- Enhance the quality and sustainability of services for survivors of violence in Transnistria, including the transfer of Shelter to partial or full ownership of *de facto* authorities.

**Target:** Develop a social standard, training materials and action plan on implementation of the social standard among relevant stakeholder and service providers on the left bank.

**The Consultant:** Under the supervision of the Programme Coordinator and the Project Coordinator, in consultation with NGO Resonance, and in collaboration with a second “social standard” consultant, the Consultant will develop a social standard that should play a central role in supporting the project’s outcome of increasing institutional capacity in tackling and responding to gender-based violence on the left bank. The Consultant will work closely with CSOs, experts on both banks of the river and with *de facto* authorities, thus enhancing cross-river cooperation. The Consultant will develop training materials and conduct trainings with relevant stakeholder to improve the support provided to survivors.

To achieve this, the Consultant will:

1. Develop a detailed methodology, including a list of international standards to be used during the assignment, relevant documents/regulations/standards in force in other countries, and a work plan; submit this to IOM and Center “Resonance” for approval.
2. Perform a desk review of international standards and normative acts, regulations, and standards from other countries.
3. Develop a social standard based on international standards and identified best practices applicable

---

**Mission to Moldova:**

Ciuflea str., 36/1, • MD 2001 • Chisinau, Moldova  
Tel: +373 22 23 29 40/41 • E-mail: [iomchisinau@iom.int](mailto:iomchisinau@iom.int) • Internet: [www.moldova.iom.int](http://www.moldova.iom.int)

and to be used by the *de facto* authorities and CSOs in providing legal, psychological and social support and assistance to survivors of domestic violence on the left bank in daily support and shelter services.

4. Conduct validation meetings with relevant stakeholders (CSOs from both banks and *de facto* authorities from the left bank); incorporate comments and make necessary amendments to the drafted social standard.
5. Develop a briefing package of materials/curriculum (agenda, power point presentations, exercises) and conduct three training sessions for relevant stakeholders to pilot the developed standard.
6. Draft an action plan on approval and further implementation of the social standard by relevant stakeholders, including by *de facto* authorities on the left bank, together with Center “Resonance”.

#### **Timetable of the main Expected Deliverables**

<b>TIMELINE</b>	<b>TASK / DELIVERABLE</b>	<b>DURATION</b>
Day of signing contract – 23 December 2020	<b><u>Deliverable 1:</u></b> Developed a detailed methodology for the drafting of the social standard, including a list of international standards to be used during the assignment, relevant documents/regulations/standards in force in other countries, and a work plan.  The draft has been submitted to IOM and Center “Resonance” for approval.	<u>2 days</u>
Day of signing contract – 25 December 2020	<b><u>Deliverable 2:</u></b> A desk review of international standards and normative acts and regulations/standards from other countries has been undertaken.	<u>4 days</u>
25 December 2020 – 30 January 2021	<b><u>Deliverable 3:</u></b> A social standard which could be applicable and used by de-facto authorities and CSOs in rendering legal, psychological and social support and assistance to survivors of domestic violence to the left bank in daily-based and shelter services has been developed.	<u>17 days</u>
25 December 2020 – 30 January 2021	<b><u>Deliverable 4:</u></b> Validation meetings on the draft of the social standard have been held with relevant stakeholders (CSOs from both banks and <i>de facto</i> authorities from the left bank).  Comments and amendments arising from the validation meetings have been incorporated in the draft document.	<u>3 days</u>
30 January 2021 – 15 February 2021	<b><u>Deliverable 5:</u></b> A briefing package of materials/curriculum (agenda, power point presentations, exercises) has been developed.  Three trainings have been conducted for relevant stakeholders to pilot the developed standard.	<u>3 days</u>
After pilot trainings – 15 March 2021	<b><u>Deliverable 6:</u></b> A short action plan on approval and further implementation of the social standard by relevant stakeholders, including <i>de facto</i> authorities from the left bank, has been drafted together with Center “Resonance”.	<u>3 days</u>

---

#### **Mission to Moldova:**

Ciuflea str., 36/1, • MD 2001 • Chisinau, Moldova  
Tel: +373 22 23 29 40/41 • E-mail: iomchisinau@iom.int • Internet: www.moldova.iom.int

**Tangible and measurable output of the work assignment:** the intermediate and final activity reports to be submitted to the Programme Coordinator and the Project Coordinator after revision by the NGO Resonance, that gives the overview of the Consultants' performance; developed documents provided as Annexes to the report.

**Working method and Partners:** The Consultant will carry out the tasks stipulated above in close collaboration with the second "social standard" consultant. The methodology and work plan will provide a framework that the Consultant will follow for the development of the standard. The standard will be informed by a desk study of relevant documents/regulations/standards in force locally, nationally, and internationally, as well as through consultations and discussions with relevant officials, experts and civil society organizations on both banks of Moldova's Nistru river, with a special focus on the left bank.

It is expected that the Consultant will spend up to **32 working days** on the project. However, the sequence of the activities and the acceptable time gaps between them shall be mutually agreed between the IOM and the Consultant and coordinated with the project team, including with IOM's subgrantee NGO Resonance.

**Inputs:** While executing the assignment, the team of Consultants will work in close cooperation with the IOM Moldova Project Team, as well as NGO Resonance and other experts in Gender-Based Violence, including from the Joint Cooperative Panel created within the project, who will provide various forms of logistical, operational, and liaising support to facilitate the effective realization of the activity.

**Period of assignment:** All the services specified in this TOR shall be provided by the Consultant during the period **20 December 2020 – 15 March 2021**. Upon completion by the Consultant of all tasks hereunder, the Consultant shall submit to IOM a final Report on all tasks and activities performed under this TOR until **25 March 2021**.

**Desired qualification and competences:**

- Post-graduate or equivalent qualification/degree in law, social sciences, social protection or other relevant field(s), or an equivalent combination of relevant training and experience;
- At least five years of prior work experience in the field of social protection, social policy, (GBV) legislation or other relevant field(s);
- Knowledge of international human rights legislation, standards and practices, including those related to the protection of victims of GBV's rights;
- Understanding of the Moldovan context, including firm knowledge of both banks of the Nistru river;
- Experience working with governmental institutions and NGOs (previous relevant and successful collaboration with the right and/or left bank Moldovan institutions/NGOs would be an added advantage);
- Demonstrated capacity to create constructive platforms for discussion and feedback and effectively address issues raised;
- Demonstrated knowledge and experience in conducting desk research, extracting sound and relevant recommendations, and developing effective training materials;
- Demonstrated capacity for translating policy recommendations into concrete and actionable items;
- Extensive experience in conducting trainings, facilitation sessions or otherwise strong oral presentation skills for running discussions and trainings on GBV and social protection;
- Ability to multi-task and independent work;
- Strong interpersonal skills demonstrated by the ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Good level of computer literacy;
- Good communication and organizational skills;

---

**Mission to Moldova:**

Ciuflea str., 36/1, • MD 2001 • Chisinau, Moldova  
Tel: +373 22 23 29 40/41 • E-mail: iomchisinau@iom.int • Internet: www.moldova.iom.int

- Good facilitation and consensus-building skills;
- Ability to work efficiently even in high-pressure environments;
- High level of discretion, integrity;
- Relevant regional and broader international experience would be an added advantage.

**Languages:** Good command of Russian language is a requirement. Knowledge of Romanian and spoken and written English languages would be an added advantage.