

**Terms of Reference - Consultancy to develop learning packages on GBV – including SEA -
prevention, risk mitigation and response for Roma Mediators and aid organizations working with
the Roma community in Moldova
October 2023**

1. Background

Since February 2022, more than 700,000 refugees from Ukraine have crossed the border into Moldova. Of these, approximately 108,000 remain in the country, 63% of whom are women.

Refugee women and girls in Moldova remain at risk of gender-based violence (GBV) and sexual exploitation and abuse (SEA), including at Refugee Accommodation Centres (RACs) and private accommodations. Factors that heighten the risks of GBV include reduced ability to meet basic needs, separation from protective networks, and limited access to protection support and services. Intimate partner violence has also been identified as an issue in both Moldovan and Ukrainian communities, and changes in gender dynamics resulting from displacement increase the risks.

Groups such as women heads of households, young women, women who travel alone, persons with diverse sexual orientation, gender identity and gender expression, and sexual characteristics (SOGIESC) are disproportionately affected by displacement and face heightened risk of violence, trafficking, and SEA.

Roma refugees and communities in Moldova and Ukraine also face heightened risks of GBV, exacerbated by systemic discrimination, marginalization, and socio-economic challenges and embedded in macroeconomic, social and political exclusion.

These vulnerabilities are rooted in a complex interplay of factors, including:

- **Access to services:** Roma refugees in Moldova encounter significant barriers when trying to access assistance and protection, both from government and non-government organizations. A lack of culturally sensitive approaches hampers the provision and accessibility of essential services, particularly for women and girls who are at an increased risk of GBV.
- **Poverty and social exclusion:** The cycle of poverty and social exclusion further entrenches the vulnerability of Roma communities. Limited access to education and lower literacy levels exacerbates the risk of marginalization, exploitation, and abuse.
- **Statelessness and discrimination:** A report by the European Network on Statelessness highlighted the risk of statelessness among Romani populations in Ukraine, primarily driven by discrimination and marginalization of affected communities. Discrimination and prejudice are pervasive, with Roma individuals often subjected to unfair treatment in both Moldova and Ukraine.
- **Justice system barriers:** Roma individuals often face obstacles when seeking justice, including discrimination from law enforcement and the judiciary, which is particularly problematic for women and girls experiencing GBV.
- **GBV specific challenges:** Various reports have highlighted the challenges faced by Roma GBV survivors in seeking assistance due to cultural barriers and displacement-related challenges, such as lack of awareness of available services and distrust in service providers. The entry points for disclosing GBV incidents or seeking support are often not accessible for survivors and persons at risk of GBV from the Roma community.

Considering the specific challenges and risks faced by the Roma community in Moldova, and the need to ensure a culturally sensitive and inclusive GBV programming, UNHCR is looking for a consultant to support the organization to enhance the capacity of Roma mediators and aid workers to engage in GBV programming with Roma refugees and community through a culturally sensitive, human rights-based and inclusive approach.

2. Objectives of the Consultancy

General Objective:

To develop and pilot culturally sensitive and inclusive GBV learning materials for Roma mediators, community members, and aid workers in Moldova.

Specific Objectives:

- To develop a learning package on GBV prevention, risk mitigation and response for Roma mediators and community members in a participatory and inclusive manner.
- To develop a learning package on working with Roma communities in GBV programming in a culturally sensitive, human rights-based, and inclusive approach for aid workers and aid organizations.
- To pilot the training materials with Roma mediators and aid workers in Moldova.

3. Components and Characteristics of the learning package

It is expected that the learning package contains the following elements:

- **Standard Presentations:** Slide decks for modules that present key concepts, case studies, and strategies related to GBV and the Roma community with relevant images and infographics.
- **Facilitator's Guide:** A guide for trainers outlining each module's objective, discussion points, managing group dynamics, common challenges, timelines, and tips for creating an inclusive environment, recognizing, and addressing any biases, and facilitating constructive dialogue.
- **Participant Workbook:** A guide for participants with summaries of key concepts, note-taking spaces, reflection exercises, and additional reading resources.
- **Pre- and Post-Training Evaluations:** Assessment tools to measure participants' knowledge and perceptions before and after the training.
- **Resource Materials:** A list of reading materials, videos, case studies, and research articles related to the training themes.
- **Training Rollout Plan:** A roadmap for the training sessions, covering logistics, timelines, audiences, session frequency, and follow-up activities.

The learning package on GBV prevention, risk mitigation and response for Roma mediators and community members should focus on a community-based protection, human-rights and culturally sensitive approach to GBV programming in partnership with the Roma community, including Roma mediators, women leaders, youth, and other key actors, to prevent, mitigate the risk, and respond to GBV. The learning package on working with Roma communities in GBV programming in a culturally sensitive, human rights-based, and inclusive approach for aid workers and aid organizations should focus on developing the knowledge, skills, and abilities to work in partnership with Roma

communities, design and implement culturally sensitive and inclusive GBV programs, and provide assistance and protection to Roma survivors of GBV in a respectful and supportive manner.

Principles for Development of the Learning Packages

- **Adult Learning Principles:** The training should be participatory, relevant, and practical, valuing participants' knowledge and experiences.
- **Interactive Sessions:** Training modules should mostly be based on interactive sessions like discussions, role-plays, case study analyses, and reflection exercises to cater to various learning styles.
- **Culturally Sensitive Content:** All learning content should be culturally sensitive and respectful of Roma culture and traditions. This means avoiding perpetuating stereotypes or biases and instead promoting a deep understanding of the cultural nuances. The learning should ensure that all interventions and strategies recommended are culturally appropriate.
- **Evidence-based content:** the package should be rooted in evidence-based practices and research. Incorporating findings from studies, surveys, and documented interventions that have demonstrated success in similar contexts will enhance the learning's credibility and potential impact.
- **Intersectional Approach:** The learning package should employ an intersectional framework to understand and address the interlocking systems of oppression that contribute to exacerbate the risk of GBV among Roma population. This means recognizing how factors such as ethnicity, gender, age, socioeconomic status, and refugee status intersect to shape the unique vulnerabilities and experiences of Roma people. By doing so, the learning can ensure a more comprehensive and nuanced understanding of the multiple layers of discrimination and challenges faced by the Roma community.
- **Active Partnership with the Roma community:** The development of the learning package should be a collaborative process that actively engages Roma individuals, community leaders, and organizations. Their insights, experiences, and feedback are essential to ensuring the appropriateness, relevance, and effectiveness of the learning materials.
- **Strengths and Opportunities:** While it is important to address the challenges and vulnerabilities faced by the Roma community, the learning should also focus on the inherent strengths, resilience, opportunities, and key actors and resources within the community. This includes:
 - **Community leaders and organizations:** Roma community leaders and organizations play a vital role in promoting GBV prevention and response. The learning should highlight the importance of engaging and mobilizing these key actors in GBV programming.
 - **Traditional coping mechanisms:** Roma communities have developed traditional coping mechanisms to deal with adversity and GBV. The learning should acknowledge and respect these traditional coping mechanisms, while also providing participants with the knowledge and skills to develop new and more effective strategies for preventing and responding to GBV.
 - **Cultural assets:** Roma culture is rich in cultural assets, such as traditional values, norms, and practices, that can be leveraged to promote GBV prevention and response. The

learning should highlight these cultural assets and demonstrate how they can be used to increase the effectiveness of GBV programming in partnership with Roma people, organizations and communities.

4. Deliverables

Deliverable 1: Work plan and methodology for the development of the learning packages, including consultations with Roma people and mediators

- *Sub-deliverable 1.1: Outline of the work plan, including key tasks, milestones, and timelines*
- *Sub-deliverable 1.2: Detailed methodology for the development of the learning packages, including a description of the consultation process with Roma people and mediators*

Deliverable 2: Learning package on GBV prevention, risk mitigation, and response for Roma mediators and community members

- *Sub-deliverable 2.1: Draft learning package, including all relevant content, materials, and activities*
- *Sub-deliverable 2.2: Feedback from Roma people and mediators on the draft learning package*
- *Sub-deliverable 2.3: Final learning package, incorporating feedback from Roma people and mediators*

Deliverable 3: Learning package on working with Roma communities in GBV programming for aid workers and aid organizations

- *Sub-deliverable 3.1: Draft learning package, including all relevant content, materials, and activities*
- *Sub-deliverable 3.2: Feedback from aid workers and aid organizations on the draft learning package*
- *Sub-deliverable 3.3: Final learning package, incorporating feedback from aid workers and aid organizations*

Deliverable 4: 2 training of trainers workshops to roll-out each one of the learning packages

5. Payment Schedule

- 40% upon delivery of the work plan and methodology
- 15% upon delivery of the draft learning package on GBV prevention, risk mitigation, and response for Roma mediators and community members
- 15% upon delivery of the final learning package on GBV prevention, risk mitigation, and response for Roma mediators and community members
- 10% upon delivery of the draft learning package on working with Roma communities in GBV programming for aid workers and aid organizations

- 10% upon delivery of the final learning package on working with Roma communities in GBV programming for aid workers and aid organizations
- 10% upon delivery of the training of trainers workshops

6. UNHCR's responsibilities

UNHCR Moldova will:

- Provide technical guidance to the consultant when needed and review products submitted.
- Provide logistical support for workshops, including booking the venue and supporting during session.
- Cover the costs associated with venue, catering and participation of aid workers and Roma mediators in the training of trainers.

7. Technical Requirements

The project's task team should comprise of skilled individuals with specific qualifications in the field of Gender-Based Violence and Romani Studies. Knowledge and qualification in the field of forced displacement is considered an asset. The team will consist of a Team Leader (Task Manager) and Team Member(s). The precise qualifications and responsibilities are outlined below:

A. Team Leader (Task Manager):

- *Educational Qualifications:* The Task Manager should hold a PhD in disciplines such as social sciences, social assistance, or any other related field relevant to the project's objectives. If a PhD is absent, a master's degree accompanied by published works and significant academic and professional experience in the relevant field may be acceptable.
- *Leadership Experience:* A minimum of 5 years' experience in a leadership or managerial role is required.
- *Technical Expertise:* The candidate must have at least 3 years of professional experience in social sciences, social assistance, or related areas, including data collection, analysis, and research.
- *Additional Experience:* Prior experience of reporting to international organizations, including the UN, donors, and other stakeholders, will be considered a significant asset.

B. Team Member(s):

- *Educational Qualifications:* Team members should hold a university degree in social sciences, social assistance, anthropology, or any related field relevant to the assignment.
- *Technical Expertise:* They must have at least 3 years of work experience in social sciences, social assistance, or related areas, including data collection, analysis, and research.

The required experience of the project team should be clearly outlined in their CVs, ensuring that team members possess the necessary skills and experience to meet the project's demands. International teams are invited to apply.

Teams should ensure that their composition includes team leaders and/or members of Roma background. We highly value the unique perspectives and insights that Roma individuals can bring to

this consultancy. Our aim is to ensure a diverse and inclusive representation, and we recognize the importance of having voices from within the Roma community to contribute to the success of this consultancy.

8. Timeframe of consultancy

The consultant is expected to start on 10 November through 30 April 2023 and deliver products within the abovementioned timeframe.