

## TERMS OF REFERENCE (TOR)

### Local Cultural Organization/Theatre to support UN Women in the prevention and elimination of violence against women through innovative theatre performances.

<b>Location:</b>	Chisinau, Republic of Moldova
<b>Starting date:</b>	November 20, 2022 – April 20, 2023
<b>Duration of the contract:</b>	5 months
<b>Purpose of the activity:</b>	Raising awareness about violence against women and girls through Living statues, – street performances

## 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 translates into action throughout the world.

The work of UN Women in Moldova is guided by its [Country Strategic Note for 2018-2022](#), aligned with [the Republic of Moldova–United Nations Partnership Framework for Sustainable Development 2018–2022](#), [the Global Strategic Plan of UN Women for 2018-2021](#), the [National Strategy on Gender Equality for 2017-2021 \(NSGE\)](#), the [National Strategy for prevention and combating violence against women and domestic violence for 2018-2023](#) elaborated in line with the Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence (Istanbul Convention). [UN Women Strategy for Moldova 2018-2022](#) 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.

Based on the European Commission Decision ENI/2018/041-302 regarding the Annual Action Programme 2018 in favor of the Republic of Moldova for support for the implementations of the EU-Moldova Association Agreement, UN Women Moldova CO is implementing a three-year project under the name “Strengthened Gender Action in Cahul and Ungheni districts” (hereinafter EVA). The project is implemented in line with and in contribution to the Gender Action Plan II (GAP II) of European Commission “Gender Equality and Women's Empowerment: Transforming the lives of girls and women through external relations 2016-2020”, adopted in September 2015.

The project started in January 2020, being funded by the European Union, co-founded, and implemented by UN Women Moldova Country Office and in partnership with UNICEF. The overall purpose of the EVA Project is to promote gender equality, women's empowerment through strengthened implementation of gender mainstreaming in local policies and combating gender-based and domestic violence affecting women and children in two focal regions: Ungheni and Cahul.

Taking into consideration these aspects, UN Women Moldova Country Office started to apply innovative approaches from 2010 in programming with the key focus on Eliminating Violence against Women (EVAW) area, and in a more systemic manner from 2015, including as a follow up to the establishment of UN Women Innovation Cohort. UN Women Moldova supported a series of interventions targeting youth involvement in promoting gender equality principles and eliminating VAW through social theatre, community-based initiatives aiming at addressing patriarchal masculinities, obsolete social norms, by applying innovative tools as Virtual

Reality, through media literacy and street art performances. The abovementioned interventions were highly appreciated by youth and the communities, bringing sustainable results. Art, theatre, in their variety of genres, have the mission to educate the viewer. The artistic and cultural events create empathy, expand opportunities to support and inform the society, promote an active civic position, and build a modern society without violence and discrimination. They have the power to change the patterns of any society.

## **RATIONALE**

The year 2020, marking the twenty-fifth anniversary of the Beijing Platform for Action, was intended to be ground-breaking for gender equality. Instead, with the spread of the COVID-19 pandemic and the war in Ukraine even the limited gains made in the past decades are at risk of being rolled back. Both the pandemic and the war are deepening pre-existing inequalities, exposing vulnerabilities in social, political and economic systems which are in turn amplifying the impacts of the pandemic. As these issues deepens economic and social stress coupled with restricted movement and social isolation measures, gender-based violence is increasing exponentially.

Theater performances have often been used to trigger activism and as a tool for social transformation, breaking formal barriers and approaching people directly. This kind of art is being used to combat gender-based violence through stories that empower women and educate the society against male dominance, violence consequences and different stereotypes.

## **SCOPE OF WORK, Project Idea**

UN Women, through EVA project, seeks to raise awareness about violence against women and girls and to involve communities in advocating for the Elimination of Violence against Women and Girls (EVAWG) through innovative tools, such as theater or Living Statues, street performances.

Under the given circumstances, we want to bring public attention to a new project that will raise awareness in Cahul and Ungheni regions about the phenomenon of violence and its repercussions. The project will consist of street performances – Living Statues – that will take place on completely unexpected spaces available for mass visits, be it Malls, open spaces, central squares of district centers, parks with a large flow of people - open spaces where this new performance can be seen by people who do not usually attend various kinds of cultural events. Here an Example: <https://www.youtube.com/watch?v=HtklgG8XTC4>

The performances will be formed of a group of professional (theater) actors (at least 5) that will perform various scenes meant to raise awareness about gender-based violence through Living statues, a kind of street pantomime; a fully made-up actor-mime imitating a statue made of marble or metal. The team could involve youth from Cahul and Ungheni that are interested in dance performances in order to amplify the audiences. A distinctive feature of the living statue is the statuary and the complete absence of any movements over a period of time. Actors convey all the events reflected in the performance through corporality, working in the mime genre, which makes this type of art accessible to the audience for any nationality and the absence of a language barrier. This will contribute to the understanding of the message of refugee women based in Ungheni or Cahul. The living statues should reflect the main messages dedicated to the 16 days campaign/repercussions of violence in the genre of physical theatre. It can be mixed with different visual tools, like music, sound, printed placards, many acrobatic stunts, pantomime, dance elements, or other relevant instruments.



The main tool in the setup of this performance is the body of the actor, which can communicate messages and states of being beyond language and age. This approach destroys language issues and makes art more accessible, namely by simplifying the message that it wants to communicate.

The street performance will be of interest to both young people and older viewers. In many ways, this is an innovative project for Moldova and, due to the exit from traditional stage venues, will become accessible to the masses. The absence of a language barrier and free entry make the

performance accessible to spectators of all nationalities and social backgrounds. Due to this project, the largest number of people will be informed about the problems of violence and discrimination, will have access to information, how and where the victim of violence, discrimination can receive protection and assistance, will be encouraged to developing an active civic position among young people.

Under EVA Project, it is expected that the performance organized in 6 localities from Cahul and Ungheni districts.

Under the overall guidance of the EVA Communication officer, the selected company/organization will be responsible for the provision of the following tasks:

- **Task 1:** Develop the plan, the timeline of the Living Statues performance, taking in account the introduction of innovative artistical approaches and tools, accessible for a large auditory, with easy understanding, while speaking about gender equality and EVAWG.
- **Task 2:** Prepare the concept of the Living Statues, the scenario(s), the costumes, music, the relevant tools, and rehearsal the performances before the 16 days campaigns.
- **Task 3:** Organize and deliver the 6 performances of “LIBERĂ” spectacle in Cahul and Ungheni districts engaging the public in a COVID-19 safe manner (2 of them in December, and 4 in March-April).

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Development of a plan of the performances in 6 localities from Ungheni and Cahul. The overall plan should include the development of the plan, and a clear timeline of the street performances with all needed materials. The company should identify relevant locations for performances, in selected districts and coordinate/approve with local authorities and UNW team; ensure the purchasing of the needed high-quality, functional and safe materials for outdoor or indoor art objects, covering all the necessary logistics.

The concept of the performances should outline the expected overall objectives, results and means to reach them, a timeframe, a work plan, and a selected team.

**Under Task 2:** Prepare the concept of the Living Statues, the scenario(s), the costumes, music, the relevant tools, and rehearsal the performances before the 16 days campaigns.

At this stage, the company should propose 3 scenario versions, an overall concept, and to ensure the casting and rehearsal with the actors, ensure the scenography, selection of soundtrack and musical material, and other related logistical arrangements;

At this stage, the organization/company should meet with UN Women team in order to discuss the sensitive issues on VAW and GE and to select the most appropriate scenarios.

The concept of the performances should outline the expected overall objectives, results and means to reach them, a timeframe, a work plan, and a selected team.

**Under Task 3:** Organize and deliver the 6 performances in Cahul and Ungheni districts engaging the public in a COVID-19 safe manner.

Assure the smooth implementation of the living statues performances and assist the UNW team in the promoting phase of the spectacles and facilitate the discussions with the public after the performances. Theater performances have to be a learning experience for the audience and to raise awareness on EVAW.

## METHODS AND PROCESS

The selected organization/company is expected to use a combination of techniques and tools, innovative approaches, including qualitative and quantitative instruments for effective implementation of the activities. The entity shall apply a participatory, inclusive, and transparent approach during the assignment, making sure no one is left behind and ensuring the interventions are locally tailored.

## DELIVERABLES AND TIMEFRAME

During the implementation of this assignment, the selected entity shall be responsible for the delivery of the following outputs, comprised by the following main milestones:

#	Tasks and Deliverables	Due date for task accomplishment	Installments
1	Detailed workplan and timeline, coordinated with UN Women programme and communications teams.	Within 1 week after signing the contract	1 <sup>st</sup> installment
2	Develop the concept of the living statues and prepare all the logistical arrangements, including decorations, pre-preparation work, rehearsals, etc.	November 18, 2022	
3	Delivering 2 performances – 1 in Ungheni and 1 in Cahul.	December 2022	2 <sup>nd</sup> installment
4	Support UN Women in the preparation of communication materials, including flyers, posters, etc. Offering all the necessary information useful for external communication with the public	December 2022	
5	Delivering 4 performances in 4 localities (2 from Ungheni and 2 from Cahul districts) in the selected and approved locations. Final report with supporting documents on the performances and all other activities, comprising methodology, handouts, tools, lists of participants, observations, lessons learned, and recommendations.	April 2023	3 <sup>rd</sup> instalment

All deliverables (concept, workplan, reports) should be agreed with the UN Women and be provided in English, in electronic copy (Word and PDF versions), being signed and stamped. The performances should be approved by UN Women and coordinated with the gender-expert.

## **MANAGEMENT ARRANGEMENTS**

### **Organizational Setting**

The Company will work under the overall guidance of the UN Women Programme Manager and direct supervision of the EVA Communication Officer. The selected company/organization is expected to provide highly qualified specialists for this specific assignment, with appropriate skills and expertise. UN Women EVA Project will provide all the necessary materials (promotional materials, flyers on EVAW, Gender expert, Social media promotions, media distribution) for a better understanding of the context and for the successful fulfilment of the engagement.

For deliverables that envisage two options of implementation, a prior coordination and agreement between UN Women and the contractor will be reached about the option to be applied (face-to-face or online).

### **DURATION OF THE ASSIGNMENT**

It is expected that the company shall begin its work in the mid-November 2022 with work being completed by April 2023, in conformity with the indicative timeframe described under “Deliverables and Timeframe” section. UN Women will require at least three (3) days to review the outputs, provide comments, approve, and certify acceptance of deliverables.

### **LOCATION OF WORK:**

The Company/organization will not be located in the UN Women Office for the implementation of the assignment.

### **TRAVEL AND OTHER LOGISTIC ARRANGEMENTS**

In case of transportation costs, the company should envisage them in the submitted financial offer. The company/organization will also be responsible for all administrative and logistic issues associated with undertaking this assignment.

### **PERFORMANCE EVALUATION**

The Contractor’s performances will be evaluated against such criteria as: timeliness, responsiveness to local needs, responsibility, initiative, communication, accuracy, and quality of the products delivered.

### **FINANCIAL ARRANGEMENTS**

Payment will be disbursed in three instalments, upon submission of specific deliverables under the TOR and certification by the EVA Programme Manager that the services have been satisfactorily performed.

### **COMMUNICATION AND REPORTING OBLIGATIONS**

The company is expected to report and coordinate regularly with the EVA Project on the progress of the completion of the deliverables. The proposer is also expected to inform UN Women in written form about any unforeseen challenges or risks that might occur during the duration of the assignment.

### **REQUIREMENTS TO COMPANY/CSO’S**

- Officially registered legal entity as per Republic of Moldova’s regulations with full capacity to act;
- At least 2 years of work experience in performing indoor and outdoor art performances;
- At least one professional street or theatre performance addressing social norms developed and played in Moldova;
- Full acceptance of the Contract General Terms and Conditions;
- Previous experience in working with UN Women or other UN Agencies is an advantage;

### **REQUIREMENTS TO THE TASK TEAM OF THE COMPANY/CSO’S**



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)**

##### **Team leader:**

- University degree in art, human rights, sociology, gender studies, development studies and/or other related areas relevant for the assignment;
- Minimum three (3) years of proven work experience in the field of art, human rights, development, education and/or other related areas relevant for the assignment;
- At least 1 programme/initiative in the field of art involving youth, in which the person has acted as a team/group leader/manager;

#### **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 will oversee the coordination and administrative tasks of the assignment and will be responsible for contacting and informing EVA Programme Manager regarding all aspects related to the execution of the contract. The Team Leader shall provide EVA Project Communication Officer 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 objectives set for this contract.