



TERMS OF REFERENCE

Implementation of Counter-Trafficking Awareness Activities in Moldova

INTRODUCTION

Trafficking in human beings remains a significant challenge in the Republic of Moldova, driven by economic vulnerability, limited employment opportunities, and persistent patterns of labour and sexual exploitation affecting both adults and children. Moldova continues to function primarily as a country of origin, with victims trafficked abroad as well as within the country, while internal trafficking in human beings has become increasingly visible in recent years. On the Left Bank of the Nistru River, available reports indicate heightened vulnerability due to weaker institutional protection mechanisms, limited access to specialized services, and socio-economic disparities that increase the risk of exploitation, particularly among women, youth, and marginalized groups. These factors underscore the urgent need for targeted awareness-raising initiatives that equip at-risk populations and frontline actors with the knowledge and tools necessary to recognize risks of trafficking in human beings and access available support.

BACKGROUND

Building on the One UN Joint Action (JA) Phase II and related UN pilots, this project aims to sustain and scale proven human rights interventions across both banks of the Nistru River. The initiative focuses targeting vulnerable groups, such as inter alia persons with disabilities, Roma, people living with and affected by HIV/AIDS, adolescents and youth, children in contact with the law, vulnerable women and girls, survivors of domestic violence, sexual violence, trafficking in human beings, and migrants in difficult situations, refugees, prisoners and former prisoners and people who use drugs.

As part of this broader programme, IOM will introduce an immersive counter-trafficking awareness initiative using a mobile, scenario-based learning space equipped with lighting, sound, video, temperature, and scent simulation. Trained facilitators will deliver survivor-informed simulations designed to strengthen community awareness, improve recognition of trafficking risks, and enhance the capacity of frontline responders to identify and support victims and potential victims of trafficking in human beings.

PROJECT OBJECTIVE

The overall objective of the project is to **increase awareness of trafficking in human beings, promote safe migration practices, and strengthen the capacity of communities and frontline responders to identify and prevent exploitation.**

More specifically, the project seeks to:

- Enhance knowledge among vulnerable communities about trafficking risks and available support services.
- Improve the ability of frontline responders to detect, refer, and support victims and potential victims of trafficking in human beings (THB).
- Promote survivor-informed, experiential learning methodologies.
- Facilitate cross-river collaboration and knowledge sharing.
- Support the institutionalization of effective awareness-raising approaches within local structures.

INTERVENTION DESCRIPTION

The selected implementing partner should implement a community-based project for further outreach to vulnerable

populations to mitigate the risk of human trafficking, exploitation, gender-based violence (GBV), child abuse and neglect and other harmful incidents. The implementing partner should collaborate with local stakeholders, including but not limited to local social services, educational establishments, and community leaders, to identify the current factors affecting a person's susceptibility to human rights abuses in those locations.

The intervention will be delivered through a mobile immersive learning space, offering realistic, survivor-informed simulations.

The Implementing partner (IP) will support IOM in the following areas:

- Community awareness - the partner will conduct awareness sessions for vulnerable groups using the mobile immersive learning space, mobilize communities in coordination with local leaders and service providers, and disseminate information on safe migration, trafficking risks, and available assistance.
- Capacity building activities - the partner will support workshops for social workers, educators, law enforcement, health staff, and other frontline actors, and will facilitate experiential learning to strengthen their trafficking detection and referral skills.
- Cross-river knowledge exchange - the partner will promote collaboration between actors on both banks of the Nistru River and facilitate dialogue, peer learning, and the exchange of good practices.

TARGET AREAS

The initiative will be implemented on the Left Bank, along the administrative line, and in ATU Gagauzia, with a strong emphasis on localization, community engagement, and cross-river knowledge exchange. Additional locations may be considered based on needs and feasibility, in consultation with IOM.

IOM Moldova reserves the right to make changes to the list of locations based on security considerations, donor requirements and any other factors that may change during the project implementation.

OVERARCHING OUTCOMES AND ACTIVITIES DESCRIPTION

Within the project, the Implementing partner should cover proposed thematic blocks:

- General prevention of protection risks and risky behavior.
- Counter-trafficking prevention and promotion of safe migration and employment.
- Strengthened capacity of frontline responders to identify and refer victims and potential victims of trafficking

Monitoring and evaluation:

Monitoring and evaluation of the effectiveness of the implementation of the developed project according to the unified monitoring and evaluation system developed by the executive partner in cooperation with the IOM.

IMPACT

Implementation of the activities will contribute to the mitigation of risks of THB among Ukrainian refugees and vulnerable host communities, sustainability of access to assistance, services and justice.

REPORTS

- Final and interim narrative reports as outlined in the cooperation agreement (template to be provided by IOM);
- Monthly and ad-hoc progress report;
- Informal weekly or bi-weekly progress updates.

All non-financial reports should include the number of people reached, activities conducted if any, and number of distributed items if any.

PROPOSED TIMELINE

The expected duration of the implementation will be seven months engagement period, tentatively starting from 15 April 2026 ending 31 October 2026.

SECURITY

The security of partner organization staff is the responsibility of the partner organization. In the spirit of duty of care, IOM may instruct to pause or divert operations based on security considerations. IOM and its partners are likely to have to adjust to changing realities, which can affect the nature, timing, and geographic location of project activities.

QUALIFICATION AND EXPERIENCE

Potential Implementing Partner should:

1. Be duly registered non-governmental organizations in the Republic of Moldova, to be certified by copies of their registration and constitutional documents, with internal policies (accounting, procurement, etc.) and controls in place.
2. Demonstrate expertise to implement proposed project activities, which are in line with Protection Working Group's priorities and procedures, and global standards for protection work, International Human Rights and Humanitarian Law and Humanitarian Principles.
3. Have the organizational capacity to implement project activities in the corresponding locations. Lasting partnerships on the ground in the corresponding area(s) is preferable.
4. Have former successful experience in implementing the proposed activities for IOM or other United Nations (UN) agencies.
5. Have relevant and sufficient staff capability to deliver on operational and administrative tasks associated with project implementation. The staff should be vetted to national standards and appropriately trained and qualified.
6. Not be accused of fraud, corruption, sexual exploitation and abuse, child labour, forced labour, human trafficking or otherwise be involved in terrorist act/criminal activities or associated with individuals and/or entities associated with terrorist act/criminal activities. For this purpose, applicants shall not be included in the proscribed list of individuals and/or entities as contained in the 1267 Committee of the UN Security Council Counter Terrorism Committee.

PARTNERSHIPS AND COLLABORATION

For the purpose of further implementation of assigned activities, the prospective Implementing Partner should have solid network of reliable partnerships, as well as proven successful collaboration with the following:

- Governmental stakeholders, including but not limited to police and other law enforcement agencies and inspectorates, city/raion administrations and councils, local departments on social services, labour, family and youth matters, social services centres, job centres, collective centres, local community leaders.
- Non-governmental stakeholders, including but not limited to humanitarian actors, present operational or impactful in the area, including UN Agencies, ICRC, international organizations, and local NGOs.