

Call for video and posters production

Background

Since 1985, the International Labor Organization (ILO) has emphasized that sexual harassment constitutes one of the most severe violations of workers' rights. In Convention 190, ILO explicitly asserts the right of every individual to a workplace free from violence and harassment. As a social democratic institution grounded in the values of freedom, justice, and solidarity, FES recognizes that sexual and gender-based harassment not only reinforces but also legitimizes social, political, and economic inequalities, with a particularly detrimental impact on the most vulnerable populations in society.

In response to the ILO's urgent call for countries to implement measures to eradicate harassment, alongside the feminist movement's advocacy for increased attention to the prevention of violence and discrimination, we are resolutely committed to adopting an ASGBH Policy. This policy articulates our clear position against all forms of discrimination and harassment, and it delineates comprehensive prevention procedures, supportive resources and effective complaint response mechanisms.

Although the establishment of this policy represents a significant advancement, we acknowledge that its successful implementation requires the active commitment of our entire community, including partners and service providers. Therefore, FES, through its Gender Justice Competence Center, based in Mozambique - Maputo intends to develop a short, animated video and posters that fosters a common understanding of FES' Anti-Sexual and Gender-Based Harassment Policy and Procedures – ASGBHP. It should be visually appealing and shareable on various platforms, such as the website, X, Facebook and Instagram.

Main Objectives of the Video and Posters

1. To raise awareness about the importance of a workplace environment free of sexual and gender-based harassment and discrimination.
2. To promote a common understanding of what constitutes sexual and gender-based harassment from a FES standpoint.
3. To communicate FES complaints and reporting mechanisms.

4. To encourage the FES community and beyond to actively engage in the prevention of sexual and gender-based harassment and discrimination.

Scope of work

1. Work collaboratively with FES GJCC to develop scripts/storyboards for the video.
2. Develop 2 Videos: a long version with no longer than 6 minutes and a resumed version with no longer than 2 minutes with subtitles in French, Portuguese and German.
3. Produce 9 posters for different social media and imprint material.

Profile / Necessary experiences

1. Proven experience in creating 2D animated videos, preferably educational content.
2. Familiarity with designing inclusive and accessible learning audio-visual materials.
3. Strong creative and storytelling skills.
4. Ability to incorporate feedback and work collaboratively with clients.
5. Proficiency in animation software and post-production tools.
6. Be based in Botswana, Benin, Cameroon, Cote de Ivory, DR Congo, Ethiopia, Ghana, Kenya, Madagascar, Zimbabwe, Mali, Mozambique, Namibia, Nigeria, Rwanda, Senegal, South Africa, South Sudan Tanzania, Uganda or Zambia.

Deadline for application

For further details, interested candidates/companies should submit their manifestation of interest to info@fes-mozambique.org. It should include:

1. A technical proposal: including an outline and methodology for creating video animations especially related to anti-sexual and gender-based harassment communication as well as a work plan indicating activities and important milestones of the task.
2. Financial proposal: including a quotation to produce the video animation and posters showing all necessary costs.
3. Contact details of three past performances references.
4. Updated creative portfolio including relevant work developed and qualifications.

The call for applications is open until September 10, 2025, at 11:59 p.m., Maputo time.

Disclaimer

FES will not be liable for any delay or failure in performance or causes beyond its control either express or implied.