



TERMS OF REFERENCE

Job Title: UN Human Rights Office (OHCHR): NATIONAL CONSULTANT ON ANTI-DISCRIMINATION AND RIGHTS OF PEOPLE WITH DISABILITIES

Project Title: “Combating Discrimination in the Republic of Moldova, including the Transnistrian region”

Contract type: Individual Contract, Full-time

Duration of assignment: 1 January - 30 September 2015

Starting date: 1 January 2015

Background

The Office of the United Nations High Commissioner for Human Rights (OHCHR) represents the world's commitment to universal ideals of human dignity. We have a unique mandate from the international community to promote and protect all human rights. We have an office at United Nations headquarters in New York and offices in numerous countries and regions. To implement our comprehensive mandate, we employ 1085 staff (as of 31 December 2013) based in Geneva, New York and in 13 country offices and 13 regional offices or centres around the world, as well as a workforce of 689 international human rights officers serving in UN peace missions or political offices.

In July 2008, OHCHR has deployed a Human Rights Adviser, based in the Office of the United Nations Resident Coordinator (UN RC) in the Republic of Moldova. The Human Rights Adviser supports and advises the UN RC Office, United Nations Country Team (UNCT) in Moldova, Government, National Human Rights Institution (NHRI) and civil society in strengthening human rights and human rights based approaches. OHCHR, in partnership with UNCT Moldova, also supports UNCT Moldova to implement the recommendations of UN Senior Expert Thomas Hammarberg as concerns human rights in the Transnistrian region of the Republic of Moldova. Thematic priorities for work in the Republic of Moldova for 2014-2017 include: (1) Countering discrimination, in particular racial discrimination, discrimination on the grounds of disability, religion, sexual orientation and other criteria; (2) Combating impunity and strengthening accountability and the rule of law; (3) Strengthening the effectiveness of international human rights mechanisms and the progressive development of international human rights law and standards.

In April 2014 OHCHR started the implementation of the European Commission funded project “Combating Discrimination in the Republic of Moldova, including the Transnistrian region”. The overall objective of the 18 months project is to address the discrimination in



Moldova as concerns people belonging to stigmatized or marginalized groups. This project will contribute to the expected accomplishments as detailed in the OHCHR Country Note for the Republic of Moldova for 2014-2017, in parts concerning changes to policy and practice in the field of anti-discrimination, effective implementation of international anti-discrimination law acquired by the Moldovan judiciary and strengthening civil society in these areas.

Scope of work

The National Consultant reports to the Human Rights Adviser and Anti-Discrimination Project Manager. The National Consultant works in close collaboration with project partners, beneficiaries and stakeholders for the effective achievement of results, anticipating and resolving complex project-related issues and information delivery.

Summary of Key Functions:

The National Consultant on Anti-Discrimination and Rights of People with Disabilities will be responsible for successful implementation of the project “Combating Discrimination in the Republic of Moldova, including the Transnistrian region” in particular key areas, contributing substantively to realization of the Expected Achievements of the OHCHR Country Note for the Republic of Moldova for the period 2014-2017.

The incumbent will ensure the provision of development services and products (commensurate with the scope of the project) of the highest quality and standards to national counterparts and for beneficiaries.

The National Consultant on Anti-Discrimination and Rights of People with Disabilities will organize and conduct trainings, round tables, meetings with stakeholders, partners and beneficiaries in relation to the proposed activities. More specifically, in collaboration with project partners, the incumbent will be responsible for the implementation of the following planned activities as detailed in the project proposal, among which:

1. Supporting the created network of children with disabilities /Roma children and their parents legally empowered to seek inclusive education in Moldova, including in Transnistrian region – the expected result under this action is the empowered group of children and their parents, having achieved greater degree of legal competence in the comprehensive ban on discrimination, and are able to act to claim equality rights, in particular in the field of education. In collaboration with the project partners the incumbent will be responsible for:
 - a) Increasing the network, ensuring the diversity of beneficiaries, meaning that the focus will be made on children with disabilities and their parents coming from rural and urban areas, regardless their ethnic, religious, gender, etc. belonging.
 - b) Organization of meetings with the identified beneficiaries. 10 meetings to be organized on Moldovan side and 5 in the Transnistrian region. The incumbent will assure that the network is open to newcomers, children with disability and their



- parents. The meetings will carry a dialogue type character, sharing of problems and views and identifying steps to be taken to solve the problem. The Partner will coordinate the meetings and the network group, will take decisions, act on their behalf and take follow up actions by monitoring the impact of actions of the beneficiaries.
- c) The network will be based on the principle of participation, a necessary prerequisite of effective implementation of the activity. The National Consultant on Anti-Discrimination and Rights of People with Disabilities in collaboration with project Partners will facilitate the network's dialogue by providing legal, practical and strategic advice. Upon the request, national professionals from health, social and legal domains will be invited to meetings in order to inform the network about their rights and possibilities under the national law.
 - d) Supporting the network in mobilization activities, a process through which activities will be stimulated by the network itself to improve the access of beneficiaries to justice, services, education etc. through a dialogue initiated with the authorities and through participatory decision-making process.
 - e) Empowering the beneficiaries to initiate strategic legal activities and to address complains on alleged discrimination to the Council for Preventing Discrimination and Ensuring Equality.
 - f) Enabling the beneficiaries to promote their rights and seek for justice including via media. Assist the parents of children with disability to make visible their problems through the portal www.discriminare.md and/ or through participation at national TV channels.
2. Supporting the UN Human Rights Adviser/ OHCHR in implementation of relevant recommendations by UN Senior Expert Thomas Hammarberg on Human Rights in Transnistria, particularly recommendations related to promoting human rights and combating discrimination in Transnistrian region with regards to children with disabilities and their parents. The current activities aim to focus attention on these particular groups regardless their ethnic, religious, gender or other belonging.
 - a) Organize and conduct training courses for beneficiaries on the international human rights standards stipulated in the International Convention on the Rights of People with Disabilities, focusing on inclusive education and right to non-discrimination components, and
 - b) Support the created initiative group of parents of children with disabilities and enable them to take the initiative in promoting their rights and conduct meetings.
 3. Supports and contributes to monthly, annual and other reporting to the Office of the High Commissioner for Human Rights (OHCHR) against the Office's Expected Accomplishments in these areas, as well as reporting under the Project for the European Union.



In all aspects of work, the consultant will work closely with the Human Rights Adviser and the Anti-Discrimination Project Manager to ensure alignment with OHCHR strategic priorities and expected accomplishments; to work toward the best possible results in the field of work; as well as to ensure compliance with all areas of United Nations and European Union policies in the relevant areas.

Deliverables

1. Organization of 15 meetings with the identified beneficiaries, including 5 in the Transnistrian region of the Republic of Moldova.	Throughout the period of the contract
2. Empowering the beneficiaries to initiate strategic legal activities and to address complains on alleged discrimination to the Council for Preventing Discrimination and Ensuring Equality.	Throughout the period of the contract
3. Encouraging parents to promote their rights and seek justice including via media.	Throughout the period of the contract

Qualification Criteria

- University degree, preferably in law, political science, international relations or other discipline related to human rights;
- At least three years of relevant professional experience at the national or international level in human rights, in particular as concerns the international law on rights of people with disabilities, or related area.
- Experience in human rights monitoring and investigation, promoting equality and non-discrimination. Experience in capacity building trainings for civil society, working with people with disabilities.
- Experience in working with beneficiaries, civil society and public sector is a strong asset.
- Experience in using office software packages (MS Word, Excel, etc).
- Fluency in oral and written Romanian, Russian, and English.
- Knowledge of one or more additional languages relevant for Moldova, including Bulgarian, Gagauzian, Romani, Ukrainian or sign language is an asset.
- Adhere to the core values of the United Nations; in particular, is respectful of differences of culture, gender, religion, ethnicity, nationality, language, age, HIV status, disability, and sexual orientation, or other status.



Documents to be included in the proposal

Interested persons should submit the following documents:

1. Proposal:
 - (i) Explaining why they are the most suitable for the work;
 - (ii) Provide a brief methodology on how they will approach and conduct the work;
2. Financial proposal;
3. Personal CV including past experience in similar projects and the contact details of at least 3 reference persons.