



TERMS OF REFERENCE

Job Title: UN Human Rights Office (OHCHR): National Consultant on Inclusive Education for Children with Disabilities

Project Title: “Support for Civil Society in Combating Discrimination”

Contract type: Individual Contract, Part-time, 40 working days

Duration of assignment: 15 January 2015- 30 September 2015

Starting date: 15 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 centers around the world, as well as a workforce of 689 international human rights officers serving in UN peace missions or political offices.

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 acquis by the Moldovan judiciary and strengthening civil society in these areas.

Scope of work

The National Consultant on Inclusive Education for Children with Disabilities is sought to work under the supervision of the UN Human Rights Adviser (OHCHR) and the Anti-Discrimination and National Human Rights Institutions Projects Coordinator. The National Consultant works in close collaboration with project consultants, 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 Inclusive Education for Children with Disabilities will contribute to 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 Inclusive Education for Children with Disabilities will provide consultancy on organizing and conducting trainings, round tables, meetings with stakeholders, partners and beneficiaries in relation to supporting the children with disabilities and their parents in the process of accessing qualitative education in an inclusive environment. 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. Supports the created network of children with disabilities and their parents legally empowered to seek inclusive education in Moldova – 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. Contributing to 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 and organizing the groups, based on their interest and needs.
 - b. Providing support in the process of adhering of the members of the network of children with disabilities and their parents as members of the ASCHF-Moldova Association.
 - c. Providing expertise on organizing 9 activities involving the network of children with disabilities and their parents, based on the parents’ needs:
 - 6 meetings to support parents in social and educational inclusion of the child organized within the ASCHF – Moldova Association meetings
 - 3 meetings for children with disabilities and their parents from the Transnistrian region
 - 1 Platform on rights to education for children with disabilities to be organized jointly with the Ministry of Education
 - d. Providing expertise in the process of development and implementation of the advocacy action plan for promoting the rights of children with disabilities.



2. Supports the process of inclusion of children with disabilities, members of the network in the mainstream educational institutions, by:
 - a. Providing guidance and support to project team and parents in integrating their children in mainstream educational institutions and professional training institutions.
 - b. Contributing to the process of collaboration with the mainstream educational institutions for providing good quality education for children with disabilities integrated and setting up inclusive education practices.

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 and National Human Rights Institutions Projects Coordinator 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

<p>1. Expertise on organization of 9 meetings with the identified beneficiaries provided:</p>	<p>February – September 2015</p> <ul style="list-style-type: none"> - 6 meetings to support parents in social and educational inclusion of the child organized within the ASCHF – Moldova Association - 3 meetings for children with disabilities and their parents from the Transnitrian region - 1 Platform on rights to education for children with disabilities to be organized jointly with the Ministry of Education
<p>2. Expertise on organization trainings for teachers and specialists from the mainstream educational institutions provided.</p>	<p>8 informative sessions – February- September 2015</p>
<p>3. Support in the process of mobilization</p>	<p><u>As requested throughout the period of contract</u></p>



the group of parents to initiate strategic legal activities and promote the rights of their children provided.	
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Qualification Criteria

- University degree in law, social sciences, human rights or other relevant field;
- Minimum 3 years of practical experience in human rights domain, monitoring activities, conducting research;
- Experience in conducting advocacy activities;
- Commitment to human rights;
- Understanding of anti-discrimination law as set out under international, European and domestic law of the Republic of Moldova;
- Knowledge of international norms and standards in the area of the rights of minorities;
- Knowledge and in-depth understanding of the human rights environment in Moldova, its sensitivities and challenges;
- Excellent drafting skills;
- Excellent communication and teamwork skills;
- Ability to focus on goals and adapt processes to achieving goals.
- Demonstrated competence in conducting individual interviews with affected groups according to standard human rights documentation methodologies preferred.
- Fluency in Romanian and Russian. Working knowledge of one or more additional languages relevant for Moldova, including Bulgarian, Gagauzian, Romani, Ukrainian or sign language is an asset. Knowledge of English 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. A detailed curriculum vitae of relevant experience;
2. A financial proposal.