

## TERMS OF REFERENCE

**Job Title:** National Consultant(s): Support for Anti-Discrimination Law

**Project Reference:** UN Human Rights Adviser (Office of the United Nations High Commissioner for Human Rights)

**Contract type:** Individual Contract

**Duration of assignment:** 25 January 2014-30 April 2014 (up to 30 working days indicative per consultant)

**Starting date:** 25 January 2014

**Duty Station:** Chisinau, Moldova

**Deadline for applications:** 18 January 2014

### **Background**

All international human rights review bodies reviewing Moldova's compliance with international law in the recent period have urged that action be improved to combat discrimination on all grounds set out under international law. In 2012, Moldovan Parliament adopted Law 121/2012 on Ensuring Equality, aiming to transpose a number of international requirements in this area into the domestic legal order. In 2013, the Council for Preventing and Eliminating Discrimination and Ensuring Equality ("Equality Council"), established under Law 121/2012, began work.

The UN Human Rights Office (OHCHR) has had a Human Rights Adviser in Moldova since July 2008, based in the UN Resident Coordinator Office, mainstreaming human rights in the work of UN Country Team, Government, civil society and the National Human Rights Institution. During 2012-2013, OHCHR carried out a series of trainings for judges and prosecutors in the framework of the National Institute of Justice. As a result of those seminars, a battery of training materials in this area is available in unsorted, unorganized form. The Ministry of Justice has requested OHCHR assistance in organizing these materials into usable form for future training use by judges and others. The Council for Preventing and Eliminating Discrimination and Ensuring Equality ("Equality Council") has sought OHCHR assistance for several bands of work upcoming in its programme of work for the coming period, as set out below.

### **Scope of work, responsibilities and description of the proposed work**

A national consultant or consultants are sought to work under the supervision of the UN Human Rights Adviser (Office of the United Nations High Commissioner for Human Rights),

and in close collaboration with the Council for Preventing and Eliminating Discrimination and Ensuring Equality ("Equality Council"), and Ministry of Justice (as relevant), to undertake the following:

(1) By no later than 15 February 2014 (draft) and 1 March 2014 (completed, final version) compile and organize existing materials available from the UN Human Rights Adviser (Office of the United Nations High Commissioner for Human Rights) into a usable package for the training of judges in anti-discrimination law based on local and international jurisprudence and practices, producing additional organizational materials as needed, according to specifications to be provided by the UN Human Rights Adviser and the Ministry of Justice (to be done in State Language);

(2) By no later than 1 March 2014, to be updated one week before the Spring 2014 UN-Moldova Human Rights Dialogue, produce a usable summary memorandum of current state of implementation of all decisions by the Equality Council as of that date (to be done in English language, with State Language translation to be contracted separately). Length 5,000-10,000 words (indicative), plus executive summary.

(3) Support the work of the Council for Preventing and Eliminating Discrimination and Ensuring Equality to prepare draft legal amendments to Moldovan law with a view to improving Moldova's transposition of international anti-discrimination law and best practices in this area; under the guidance and direction of the Equality Council, and having consulted all international human rights review documents in the area concerning the Republic of Moldova, produce draft amendments to all relevant laws and regulations, with a view to heightening the efficacy and impact of the work of the Council (to be done in State Language).

### **Deliverables**

1. Training package for judges in anti-discrimination law (draft)	15 February 2014
2. Training package for judges in anti-discrimination law (final version)	1 March 2014
3. Comprehensive training programme for judge on antidiscrimination law implementation	1 March 2014
4. Memorandum on implementation of Equality Council decisions (draft)	1 March 2014
5. Memorandum on implementation of Equality Council decisions (final version)	25 April 2014
6. Draft legal amendments, anti-discrimination law(s) and regulations	15 February 2014
7. Final package, legal amendments, anti-discrimination law(s) and regulations	5 March 2014

## **Qualification Criteria**

- University degree in law, social sciences, human rights or other relevant field;
- At least 3 years of practical experience in human rights domain, monitoring activities, conducting research;
- Proven commitment to human rights; knowledge of international norms and standards in the area of human rights;
- Understanding of anti-discrimination law as set out under international, European and domestic law of the Republic of Moldova;
- Knowledge and in-depth understanding of the human rights environment in Moldova, and its 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 English. Working knowledge of one or more additional languages relevant for Moldova, including Russian, 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. A detailed curriculum vitae of relevant experience or P11;
2. A written statement of not more than 1000 words:
  - (i) Explaining why you are the most suitable for the work;
  - (ii) Providing a brief methodology on how you would approach and conduct the work;
3. A financial proposal.