



TERMS OF REFERENCE

I. Position Information	
Job Title	UN Human Rights Office (OHCHR): National Consultant on Anti-Discrimination and Freedom of Religion or Belief
Project Title	“Combating Discrimination in the Republic of Moldova, including the Transnistrian region”
Starting date	1 April 2014
Duration of employment	9 months with the possibility of extension
Application deadline	20 March 2014
II. Background	
<p>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.</p> <p>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.</p> <p>In April 2014, OHCHR will start implementing a European Commission funded project “Combating Discrimination in the Republic of Moldova, including the Transnistrian region”. The project runs for 18 months and the overall objective is address 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.</p>	



III. Organizational Context

The National Consultant reports to the Human Right 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.

IV. Key Functions

The National Consultant is responsible for supporting the successful and effective implementation 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, and other relevant stakeholders.

The National Consultant on Anti-Discrimination and Freedom of Religion will organize 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. Establishing of the alternative service for conscientious objectors in the Transnistrian region in close collaboration with NGO partners from Transnistrian region.
 - a) The creation of the initiative group, involving relevant civil society and religious communities, in order to be legally empowered, with the view to act on promoting the establishment of military conscription “*to allow a civil alternative for those whose conscience and belief prevents them from military activities*”, as recommended by UN Senior Expert Thomas Hammarberg.
 - b) In collaboration with local partners, organizing and conducting 6 training courses/meetings on Freedom of Religion or Belief during the period of May-December 2014.
 - c) Monitors the impact of training and provides reports concerning changes in policies and practices as a result of activities.

The action should result in demonstrable change in human rights practice in this area, as a result of the greater understanding by the de facto Transnistrian authorities and the relevant civil society of the requirements as concerns the international law of the right to freedom of religion or belief; as well as good and best practices in this area.
2. Train judges and others in the field of anti-discrimination law.
 - a) In collaboration with the National Institute for Justice and the UN Human Rights Adviser Team, organizes and conducts 6 training courses during 2014 in Anti-discrimination and Human Rights.
 - b) At least 100 judges and 100 prosecutors will understand international and European anti-discrimination law and standards, as well as modalities adopted in other national contexts by members of the judiciary for applying these norms in national jurisdictions.
 - c) Monitors and reports on the impact of these trainings in securing the application in the domestic legal system of anti-discrimination law and standards in conformity with international law.
 - d) As needed, develops memorandums and other methodological guidance for Human



Rights Adviser, OHCHR, Courts or other entities, with a view to advancing implementation in Moldova of the international anti-discrimination law *acquis*.

3. Supports the UN Human Rights Adviser/OHCHR in providing legal guidance or in key methodological areas the work of the Council for Preventing and Combating Discrimination and Ensuring Equality.
 - a) Responsible for organization of meeting sessions between the 5 members of the Council and Anti-Discrimination project team. The meetings will carry out a consultative character;
 - b) Monitoring alleged discrimination cases submitted to the Equality Council and on the decisions taken on these cases. Organize meetings with the view to analyze the decisions;
 - c) Organize meetings held on consultancy over the alleged discrimination cases identified after documentation visits; supports victims in efforts to seek justice in cases of discrimination;
 - d) Follow up meetings. Monitoring the cases concluded by the Council as being discrimination. Creation of a database on the successfully/unsuccessfully remedied cases. Discussing the reasons and impact.
4. 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.

V. Deliverables

1. The creation of the initiative group, involving relevant civil society and religious communities	April-May 2014
2. Organizing and conducting 6 training courses/meetings on Freedom of Religion or Belief	May-December 2014
3. Organize and conduct 6 training courses in Anti-discrimination and Human Rights	10-11 April 2014 22 May 2014 18-19 September 2014 26 September 2014 20-21 November 2014 24 October 2014
4. Organization of consultative meeting sessions between the 5 members of the Council and Anti-Discrimination project team/ including the follow up meetings	June-December 2014
5. Support provided to victims of discrimination on all relevant grounds to seek justice	May-June 2014
6. Monitors the impact of training and submission of reports concerning changes in policies and practices as a result of activities, as specified above	Monthly April-December 2014, as needed.
7. Memorandums and other methodological guidance for Human Rights Adviser, OHCHR, Courts or other entities, with a	April –December 2014, as needed



view to advancing implementation in Moldova of the international anti-discrimination law <i>acquis</i>	
8. Reporting on actions and activities	April-December 2014, monthly and additionally, as specified.

VI. Competencies

Professional competencies

- ☐ Excellent knowledge of and exposure to a range of human rights issues
- ☐ Excellent knowledge of the international human rights law *acquis* in the field of anti-discrimination
- ☐ Excellent knowledge of international law in the field of freedom of religion or belief, including detailed understanding of the guidance elaborated by the UN Special Rapporteur on freedom of religion or belief
- ☐ Detailed knowledge of UN System, UN Human rights mechanisms and European institutional mandates, policies and guidelines related to human rights
- ☐ Excellent analytical and research skills, including ability to evaluate and integrate information from a variety of sources and assess impact on the human rights situation
- ☐ Strong human rights and discrimination research, monitoring, documentation and reporting skills

Development and Operational Effectiveness

- ☐ Ability to engage with various partners and stakeholders at various levels
- ☐ Ability to communicate effectively, both orally and in writing
- ☐ Ability to interpret factual data and to prepare accurate and complete reports and other documents
- ☐ Ability to organize and coordinate major initiatives, events or challenging inter-organizational activities
- ☐ Proven ability to problem-solve, and think creatively to develop and implement smart solutions in a challenging environment
- ☐ Ability and willingness to deploy to the field, sometimes on short notice, for different types of monitoring missions
- ☐ Excellent interpersonal skills
- ☐ Ability to communicate effectively, both orally and in writing

Knowledge Management and Learning

- ☐ Keeps abreast of new developments in area of professional discipline
- ☐ Actively works towards continuing personal learning, and applies newly acquired skills
- ☐ Shares knowledge and experience

Leadership and Self-Management

- ☐ Demonstrates commitment to the UN's and the EU's mission, vision and values.
- ☐ Ability to achieve results and meet strict deadlines in an effective manner
- ☐ Responds positively to feedback
- ☐ Consistently approaches work with energy and a positive, constructive attitude
- ☐ Remains calm, in control and good-humored even under pressure or in situations of multiple demands
- ☐ Demonstrates openness to change and ability to manage complexities
- ☐ Understands and adheres to all relevant rules, regulations and procedures and guidelines, including OHCHR and EU rules and procedures, as well as, where relevant and applicable, UNDP and UNOG rules, regulations and procedures and guidelines
- ☐ Adheres to the highest standards of professional ethics in a human rights context
- ☐ Exhibits self-scrutiny and willingness and ability to challenge own prejudices and stereotypes
- ☐ Exhibits the highest levels of respect for cultural, gender, religion, ethnicity, nationality, age, sexual orientation and gender identity differences, and endeavors on a permanent basis to advance self awareness of respect among the diversity of peoples as a core UN value.



VII. Recruitment Qualifications

Education	University Degree, preferably in law, political science, international relations or other disciplines related to human rights.
Experience	<p>At least three years of relevant experience in human rights area.</p> <p>Experience in human rights monitoring and investigation, promoting equality and non-discrimination. Experience in capacity building trainings for civil society, judicial and quasi-judicial bodies.</p> <p>Experience in working with rights-holders including religious, national, ethnic or linguistic minorities, civil society and public sector is a strong asset.</p> <p>Experience in the usage of computers and office software packages (MS Word, Excel, etc)</p>
Language Requirements	Fluency in oral and written Romanian, Russian and English is a must. Knowledge of one or more additional languages relevant for Moldova, including Bulgarian, Gagauzian, Ukrainian or sign language is an asset.

VIII. 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.