



*Empowered lives.
Resilient nations.*

TERMS OF REFERENCE

- A. Job title:** A pool of up to five (5) National Consultants on the assessment of implementation costs of the European Charter for Regional or Minority Languages
- B. Duty station:** Chisinau, Republic of Moldova
- C. Project reference:** Strengthening Rule of Law and Human Rights Protection in Moldova
- D. Contract type:** Individual Contract (IC)
- E. Duration of assignment:** October-November 2014 (up to 20 working days)

F. Background:

In 1995 the Republic of Moldova has joined the Council of Europe (CoE) taking a commitment to ratify the European Charter for Regional or Minority Languages (Charter).¹ The Republic of Moldova has signed the Charter in 2002,² however, it was not yet ratified.

Protection and promotion of the wealth and diversity of Europe's cultural heritage is one of the aims of the CoE. Regional or minority languages are very much part of this heritage. Since 1992, Council of Europe's Member States have been able to confirm their commitment to the protection of this heritage by ratifying the European Charter for Regional or Minority Languages.

The Charter, drawn up on the basis of a text put forward by the Standing Conference of Local and Regional Authorities of Europe, was adopted as a convention on 25 June 1992 by the Committee of Ministers of the Council of Europe, and was opened for signature in Strasbourg on 5 November 1992. It entered into force on 1 March 1998.

At present, the Charter has been ratified by 25 states (Armenia, Austria, Bosnia and Herzegovina, Croatia, Cyprus, Czech Republic, Denmark, Finland, Germany, Hungary, Liechtenstein, Luxembourg, Montenegro, Netherlands, Norway, Poland, Romania, Serbia, Slovakia, Slovenia, Spain, Sweden, Switzerland, Ukraine and the United Kingdom). Another eight states have signed it, some of which are expected to ratify.

The Charter is a convention designed on the one hand to protect and promote regional and minority languages as a threatened aspect of Europe's cultural heritage and on the other hand to enable speakers of a regional or minority language to use it in private and public life. Its overriding purpose is cultural. It covers regional and minority languages, non-territorial languages and less widely used official languages. It is intended to ensure, as far as is reasonably possible, that regional or minority languages are used in education and in the media, to permit and encourage their use in legal and administrative contexts, in economic and social life, for cultural activities and in trans frontier exchanges.

The Strengthening Rule of Law and Human Rights Protection Mechanisms in Moldova Project is funded by the Federal Ministry for Europe, Integration and Foreign Affairs of Austria, co-funded and

¹ http://www.coe.int/t/dg4/education/minlang/default_en.asp

Text of the Charter: http://www.coe.int/t/dg4/education/minlang/textcharter/default_en.asp

² <http://conventions.coe.int/Treaty/Commun/ChercheSig.asp?NT=148&CM=8&DF=&CL=ENG>

implemented by the United Nations Development Programme in the Republic of Moldova (UNDP Moldova) in cooperation with the Office of the High Commissioner for Human Rights (OHCHR).

G. Objective:

The main objective is to support the Bureau for Inter-ethnic Relations (BIR) with the preparations for the ratification of the European Charter for Regional or Minority Languages through the assessment of the existing allocated funds and additional funds required for the implementation of the Charter following its ratification by the Republic of Moldova.

H. Scope of work and expected outputs:

The **scope of work** of the National Consultants will be to elaborate and present a financial assessment of the existing costs allocated and additional funds required for the implementation of the European Charter for Regional or Minority Languages following its ratification by the Republic of Moldova.

In order to achieve the objective the National Consultants shall:

- Develop a methodology that will be approved by the BIR to assess the costs for the implementation of the Charter;
- Conduct an assessment of the financial costs for the implementation of the Art. 8 “Education”, Art. 9 “Judicial Authorities”, Art. 10 “Administrative authorities and public services” and Art. 11 “Media” of the Charter. It is expected that the National Consultants will work in a team and can be thematically tasked in the following way:
 - o Two National Consultants can be tasked with the assessment of implementation costs of Art. 8 “Education”, in particular:
 - one of the National Consultants will be focused on the existing costs allocated already in the State budget for the educational system (from pre-school up to the post-university education);
 - while the other National Consultant will be tasked with the assessment focused on the additional funds required in the State budget for the educational system (from pre-school up to the post-university education);
 - o One National Consultant can be tasked with the assessment of implementation costs of Art. 9 “Judicial Authorities” (existing costs and additional funds required in the State budget);
 - o One National Consultant can be tasked with the assessment of implementation costs of Art. 10 “Administrative authorities and public services” (existing costs and additional funds required in the State budget), and
 - o One National Consultant can be tasked with the assessment of implementation costs of Art. 11 “Media” (existing costs and additional funds required in the State budget).
- Assist and advise the BIR on the further steps to be taken for the ratification of the Charter in terms of funding;
- Liaise with the BIR, other relevant Government actors (national and local), civil society, academia and minority organizations on the final study and seek their feedback on it;
- Take part in the presentation of the assessment of the Charter’s implementation costs.

I. Deliverables:

	Deliverable	Deadline
1	Develop and provide a methodology that will be approved by the BIR to assess the costs for	16 October 2014

	implementation of the Charter	
2	Provide a draft assessment of 1) the costs already covered in the State budget, and 2) additionally required funds in the State budget for the implementation of the Art. 8 “Education” Art. 9 “Judicial Authorities”, Art. 10 “Administrative authorities and public services” and Art. 11 “Media” of the Charter, and coordinate it with other actors	27 October 2014
3	Provide a joint final report in State language indicating the existing costs and necessarily allocations for the implementation of the Art. 8 “Education”, Art. 9 “Judicial Authorities”, Art. 10 “Administrative authorities and public services” and Art. 11 “Media” of the Charter on activities performed and with the further recommendations	4 November 2014
4	Presentation of the assessment of the Charter’s implementation costs	20 November 2014

The deliverables can be amended or specified for the purposes of the assignment.

Payment will be made to each National Consultant separately following the completion of the assignment based on the final report submitted to the UNDP Moldova Justice and Human Rights Programme Analyst and presentation of the assessment.

J. Organizational setting:

This is a part-time consultancy. The National Consultants will be based in the office of the Bureau for Interethnic Relation (BIR) and will work closely with the management and staff persons of the BIR. The National Consultants will work under direct supervision of the UNDP Moldova Justice and Human Rights Programme Analyst, as well as in close consultation with the OHCHR Human Rights Adviser to the UN Resident Coordinator in Moldova.

K. Inputs:

The Bureau for Interethnic Relation and UNDP Moldova Justice and Human Rights Programme Analyst will provide the National Consultants with the necessary information and materials for the fulfilment of tasks and will provide support in facilitation of the meetings where necessary. The United Nations Human Rights Adviser, based in the Office of the United Nations Resident Coordinator in the Republic of Moldova, is a resource provided by the United Nations Office of the High Commissioner for Human Rights (OHCHR) for methodological, expert and international law guidance.

L. Qualifications and skills required:

I. Academic Qualifications:

- Master’s Degree or equivalent (5-year university education) in finance, bookkeeping, economics or other relevant fields;

II. Years and sphere of experience:

- At least 3 years of proven professional experience in the area of State bodies budgeting, finance, financial analysis, economics or other relevant field;

III. Competencies:

- Demonstrated commitment to the core values of the United Nations, in particular, respect of differences of culture, gender, religion, ethnicity, nationality, language, age, HIV status, disability, and sexual orientation, or other status;
- Advanced knowledge of Moldovan State budget system and practical budgeting issues;
- Practical work experience in the Republic of Moldova on budgeting issues:
 - In educational system and relevant State institutions (for the National Consultants who aim to work on the assessment of Art. 8 “Education”) is a strong advantage, or
 - In the judicial system and relevant justice institutions (for the National Consultant who aims to work on the assessment of Art. 9 “Judicial Authorities”) is a strong advantage, or
 - In public services and administrative authorities (for the National Consultant who aims to work on the assessment of Art. 10 “Administrative authorities and public services”) is a strong advantage, or
 - Related to mass-media (for the National Consultant who aims to work on the assessment of Art. 11 “Media”) is a strong advantage;
- Ability to work independently and in cooperation with relevant actors;
- Knowledge of State language and Russian for the purposes of the assignment;
- Knowledge of English would be an advantage;
- Knowledge of one or more additional languages relevant for Moldova, including Bulgarian, Gagauzian, Romani, Ukrainian or sign language is an asset;

IV. Personal qualities: responsibility, creativity, flexibility and punctuality.

The UNDP Moldova is committed to workforce diversity. Women, persons with disabilities, Roma and other ethnic or religious minorities, persons living with HIV, as well as refugees and other non-citizens legally entitled to work in the Republic of Moldova, are particularly encouraged to apply.