

TERMS OF REFERENCE

Job Title: UN Human Rights Office (OHCHR): National Consultant on Documentation of Discrimination cases

Project Title: Combating Discrimination in the Republic of Moldova, including the Transnistrian region / Supporting National Human Rights Institutions as per International Treaty Bodies and UPR Recommendations

Contract type: Individual Contract

Duration of assignment: 1 January - 31 December 2015 (up to 110 working days indicative)

Starting date: 1 January 2015

Deadline for applications: 7 December 2014

Background

Beginning 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.

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.

In 2015 the OHCHR HRA jointly with UNDP will implement the project Supporting National Human Rights Institutions as per International Treaty Bodies and UPR Recommendations, with the financial support of the Norwegian Government. The overall project goal is to contribute to the effective protection and promotion of human rights, equality and non-discrimination in the Republic of Moldova. The project seeks to catalyze the emergence of the strongest possible independent national human rights institutions for Moldova – Ombudsperson Office and Equality Council – and to increase their focus around core strategic human rights goals to maximize their impact.

Scope of work

A national consultant on documentation of discrimination cases 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 activity will be implemented with the view to strengthen fact-based documentation in discrimination cases and issues enhancing the public record in all areas, as well as to assist victims of discrimination in taking action to seek remedy for unequal treatment. The following activities are foreseen to be undertaken:

- 1) Regularly monitor the media, including online sources, for possible cases for follow-up;
- 2) Via consultation with civil society organisations, UN staff, Equality Council, Moldovan Centre for Human Rights and others, as well as via desk review of reports and other materials in the public domain, identify themes and areas for documentation of cases of discrimination;
- 3) Document discrimination cases according to standardized human rights documentation methodologies, and according to the ethical requirements of such methodologies. Documentation may include, conducting visits in the rural and urban regions, interviewing possible victims or witnesses, organizing testing to prove discrimination, gathering available statistical data, etc.
- 4) Closely working with relevant OHCHR personnel, as directed, with a view to support the alleged victims of discrimination to submit their complaints to the Council on Preventing and Combating Discrimination and Ensuring Equality (the Council) or to the Court.
- 5) The consultant will keep organized files and records of the number of documented cases, and submit files on a monthly basis; the consultant will also keep statistical data and summary information on cases documented. The consult will support and assist OHCHR and other reporting on the data.

Deliverables

1. At least 30 visits conducted to the region	<u>1 January- 31 December 2015</u>
2. Submit cases to the Council on Preventing and Combating Discrimination and Ensuring Equality as well as to the Center for Human Rights	<u>Minimum 30 complaints submitted following to the documentation visits from 1 January –31 December 2015</u>
3. Support and assistance to updating OHCHR case files monitoring and reporting	<u>Ongoing, as requested.</u>
	<u>1 March 2015 – First reporting</u>

4. Reporting on the number of documented cases; number of complaints submitted to the Council/Court; and the number of recommendations decisions made on the cases.	<u>15 May 2015 – Second reporting</u> <u>10 September 2015 – Third reporting</u> <u>20 November 2015 – 4th reporting</u> <u>15 December 2015 – final reporting</u>
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Qualification Criteria

- University degree in law, social sciences, human rights, journalism or other relevant field;
- At least 3 years of practical experience in human rights domain, monitoring activities, conducting research;
- Commitment to human rights; knowledge of international norms and standards in the area of the rights of minorities;
- 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, its sensitivities and challenges;
- Experience with working with vulnerable, marginalized or stigmatized groups; demonstrated cultural sensitivity;
- Understanding and awareness of standard human rights documentation methodologies;
- Excellent drafting skills; excellent communication, listening and teamwork skills; Ability to focus on goals and adapt processes to achieving goals;
- 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. 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.