

UN HUMAN RIGHTS OFFICE (OHCHR): NATIONAL DIVERSITY LAW CONSULTANT

Project Title :	“Combating Discrimination in the Republic of Moldova, including the Transnistrian region”
Type of Contract :	Individual Contract, full-time
Starting date :	15 January 2015
Expected Duration of Assignment :	8,5 months, (up to 185 working days)
Application Deadline :	10 December 2014

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.

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. 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.

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. OHCHR is currently beginning implementation of a two-year action, undertaken with the support of the Government of Norway, of a project aimed at strengthening National Human Rights Institutions in the Republic of Moldova. Both projects are done jointly with UNDP. These projects 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 NHRI and civil society in these areas.

Duties and Responsibilities

The National Consultant reports to the Human Right Adviser and the Anti-Discrimination and National Human Rights Institutions Projects Coordinator. 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.

Summary of 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 Diversity Law Consultant will organize trainings, round tables, meetings with stakeholders, partners and beneficiaries in relation to the proposed activities, and otherwise support expert inputs, support and guidance in the relevant areas. 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. Promoting equality, freedom of religion or belief in the Transnistrian region in close collaboration with partners from Transnistrian region.
 - a) Leasing with relevant de facto authorities, civil society and religious communities, with the view to promote equality, freedom of religion including on the left bank of Nistru river as recommended by UN Senior Expert Thomas Hammarberg.
 - b) During the period of January-September 2015, providing expert guidance, taking action in support of individual complaints, including support in litigation processes for religious communities, human rights NGOs and other interested groups.
 - c) Assisting in the development and implementation of particular actions relevant for the given religious communities, such as via the development of legal briefs and other actions as relevant.
 - d) Monitoring the impact of trainings and providing 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. Trainings for 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, organizing and conducting 4 training courses during February-September 2015 in Anti-discrimination and Human Rights. 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.
 - b) Monitoring and reporting 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.
- 3. Actions towards the freedom of expression of LGBT group and public assemblies:
 - a) Strategic litigation on freedom of assembly for LGBT people. In collaboration with the NGO GENDERDOC-M, assisting the alleged victims of discrimination to file complaints with the Council and/or other relevant authorities.
 - b) Awareness rising on freedom, diversity and equality, by producing of 2 short movies, which will be distributed through local TV and social networks.
 - c) Contributing to the organization of the Pride 2015 as a symbol of the breakthrough in the right to freedom of expression and public assemblies, which include assisting the GENDERDOC-M in organizing the Equality March 2015 and conducting trainings for police officers prior to the March.
- 4. As needed, developing memorandums and other methodological guidance for Human Rights Adviser, OHCHR, Courts, lawyers or other entities, with a view to advancing implementation in Moldova of the international anti-discrimination law and other relevant human rights law acquis.
- 5. Participates in the maintenance and development of OHCHR database of current cases under monitoring, including updating and fact-checking actions as relevant.
- 6. Supporting 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.
- 7. Supporting and contributing 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	
1. Expert guidance, action in support of individual complaints, including support in litigation processes for religious communities, human rights NGOs and other interested groups.	January-September 2015
2. Planning, organize and conduct 4 training courses in Anti-discrimination and Human Rights.	January-September 2015
3. Legal guidance to the Council for Preventing and Combating Discrimination and Ensuring Equality, including via support to individuals or groups to bring petitions to the Council.	January-September 2015
4. Actions towards the freedom of expression of LGBT group and public assemblies: <ul style="list-style-type: none"> - Strategic litigation on freedom of assembly for LGBT people. In collaboration with the NGO GENDERDOC-M, assisting the alleged victims of discrimination to file complaints with the Council and/or other relevant authorities. - Producing of 2 short movies, which will be distributed through local TV and social networks. - Conducting trainings for police officers prior to the Equality March 2015 - Assisting the GENDERDOC-M in organizing the Equality March 2015. 	January-September 2015 March-April 2015 April 2015 May 2015
5. Support and outreach provided to victims of discrimination on all relevant grounds to seek justice.	January-September 2015
6. Updated database of current cases under monitoring.	Monthly, January-September 2015
7. Monitors the impact of training and submission of reports concerning changes in policies and practices as a result of activities, as specified above.	Monthly January-September 2015, as needed.
8. 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 <i>acquis</i> .	January-September 2015, as needed

9. Reporting on actions and activities.	January-September 2015, monthly and additionally, as specified.
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Competencies

- Adheres 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, sexual orientation, or other status;
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability;
- Accepts responsibility and accountability for the quality of the outcome of his/her decisions.

Job Knowledge/ In-depth knowledge of the Subject-matter

- Detailed knowledge of the international law of the ban on discrimination;
- Strong knowledge of and exposure to a range of human rights issues;
- Understanding of requirements of National Human Rights Institutions, in particular as set out under the Paris Principles;
- Awareness of OHCHR institutional mandate, in the broader setting of the United Nations;
- Good analytical and research skills, including ability to evaluate and integrate information from a variety of sources and assess impact on the human rights issues;
- Strong drafting ability, in particular of legal documents;
- Understanding of human rights and discrimination documentation methodologies;
- Knowledge of alternative pedagogy and training skills.

Development and Operational Effectiveness

- Excellent communications and teamwork skills;
- Strong organizational skills;
- Strong drafting abilities;
- Ability and willingness to deploy to the field, sometimes on short notice, for various types of missions;
- Ability to engage with various partners and stakeholders at different levels;

- Proven performance in organizing and coordinating major initiatives, events or challenging inter-organizational activities;
- Adapts flexibly to changing situations, overcomes obstacles and recovers quickly from set-backs;
- Continues to seek new and improved methods and systems for accomplishing the work of the unit;
- Keeps abreast of new developments in area of professional discipline and job knowledge and seeks to develop himself/herself professionally.

Required Skills and Experience

Education:

- University degree in law, political science, international relations or other discipline related to human rights;
- Masters Degree preferred.

Experience:

- At least three years of professional experience at the national or international level in human rights; focus on the ban on discrimination preferred.
- Experience in human rights monitoring and investigation, promoting equality and non-discrimination. Experience in capacity building trainings for civil society, working with religious communities.
- Experience in working with beneficiaries, civil society and public sector is a strong asset.
- Experience of working with minorities, marginalized or stigmatized groups is a strong asset.
- Experience in using office software packages (MS Word, Excel, etc).

Language Requirements:

- Fluency in oral and written Romanian, Russian, and English.
- Knowledge of one or more additional languages relevant for Moldova, including

Bulgarian, Gagauzian, Romani, Ukrainian or sign language is an asset.

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.