



TERMS OF REFERENCE

Job Title:	UN Human Rights Office (OHCHR): National Leading Consultant to conduct a study on human rights attitudes in the Republic of Moldova
Project Title:	Supporting National Human Rights Institutions as per International Treaty Bodies and UPR Recommendations.
Contract type:	Individual Contract
Duration of assignment:	1 March 2015 - 30 September 2015 (up to 22 working days)
Starting date:	1 March 2015

Background

Since July 2008, OHCHR has deployed a Human Rights Adviser (HRA) 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 Institutions (NHRI), and civil society in strengthening human rights and applying the human rights based approach to their respective activities.

The Project “Supporting National Human Rights Institutions as per International Treaty Bodies and UPR Recommendations” is implemented during 2015 and 2016 by OHCHR HRA jointly with UNDP and in cooperation with the Ombudsperson Office and Equality Council and with the financial support of the Norwegian Government. The overall goal of the project 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.

Rationale

Attitude data and sociological studies are important tools for the identification of problems in human rights and equality, measuring the developments and planning of further strategic and/or targeted actions. In 2004 a sociological study on general situation of human rights protection in Moldova was elaborated with the support of UNDP Moldova¹. Since then no similar studies on human rights attitudes within Moldovan society have been carried out. The Project will support the elaboration and presentation of a new study on human rights attitudes in Moldova.

Objective and scope of the work

OHCHR Moldova seeks to recruit a team of national consultants composed of a National Leading Consultant and National Support Consultant(s), to elaborate a new study on human rights attitudes in the Republic of Moldova. The new study on human rights attitudes should be focused on the public's opinion regarding:

- human rights awareness (knowledge, access to information, etc.);
- vulnerable groups subject to human rights violations (people with disabilities, people living with HIV, women, ethnic/linguistic minorities including Roma, LGBT etc.);
- frequently violated human rights;
- responsibility over human rights violations;
- etc.

The 2004 sociological study² and relevant existing policies in the field, including the National Human Rights Action Plan 2011-2014, will serve as baselines and criteria for the collected data.

The National Leading Consultant to conduct a study on human rights attitudes in the Republic of Moldova is sought to work under the supervision of the UN Human Rights Adviser (OHCHR) and Projects Coordinator (OHCHR), in close collaboration with Ombudsperson institution, in order to conduct the following work:

- Design the study methodology, questionnaires and in-depth interviews guide, including contents, sample size, geographic distribution, target groups and other relevant information – up to 5 working days;
- Guide and directly supervise the National Support Consultant(s) on data collection and transcription. Control data accuracy and request further clarifications when necessary – up to 6 working days;
- Perform data analysis and draft the study report. Disaggregation should be done by sex, age, level of education, rural/urban, ethnic/linguistic group, and/or geographic location – up to 10 working days.
- Public presentation of findings – up to 1 working day.

¹ <http://www.undp.md/publications/doc/Survey.pdf>

² Ibid.

Deliverables:

	Deliverable	Deadline
1.	The study methodology and draft contents of the study approved by OHCHR and Ombudsperson institution	10 March 2015
2.	The contents of questionnaires and in-depth interviews guide approved by OHCHR and Ombudsperson institution	17 March 2015
3.	A map of target groups defined and approved by OHCHR and Ombudsperson institution	17 March 2015
4.	First draft report on preliminary data analysis and findings.	22 May 2015
5.	Final report on preliminary data analysis and findings, including the updated information	30 May 2015
6.	First draft of the study on human rights attitudes	12 June 2015
7.	Final study report on human rights attitudes, including the updated information	19 June 2015
8.	Public presentation of findings	20 September 2015 (latest)

All written deliverables should be agreed with OHCHR and submitted in hard and electronic copy. The language of delivery is English and/or Romanian, as agreed by parties.

Organizational Setting:

The work will be performed remotely as home-based deskwork. Work on revisions and final drafting will be conducted in close cooperation with OHCHR/Human Rights Adviser and Ombudsperson institution.

Qualification Criteria for the Leading National Consultant:

- Master's degree in social sciences, political sciences, law, economics, human rights, or other relevant field;
- At least 5 years of practical experience in conducting research and studies in the field of human rights;
- Knowledge and in-depth understanding of the human rights environment in Moldova, its sensitivities and challenges;
- Experience in coordinating similar research projects;
- Demonstrated understanding of ethical and legal frameworks surrounding the undertaking of attitude surveys;
- Excellent drafting skills;
- Ability to focus on goals and adapt processes to achieving goals;
- Experience in working with UN or other international organizations is an asset.

- Fluency in Romanian, Russian and English. Working knowledge of one or more additional languages relevant for Moldova, including Bulgarian, Gagauzian, Romani, Ukrainian or sign language is an asset.

The UN 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.

Proven commitment to the core values of the United Nations, in particular, respecting 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 candidate for this assignment;
- (ii) Providing a brief methodology on how they will approach and conduct the work.

2. Financial proposal;

3. Personal updated CV including past experience in similar projects and the contact details of at least 3 reference persons.