



TERMS OF REFERENCE

Job Title:	UN Human Rights Office (OHCHR): National Support Consultant(s) (up to 2) 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 33 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 Moldova.¹ 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 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 Support Consultant(s) to conduct a study on human rights attitudes in the Republic of Moldova is(are) sought to work under the direct guidance and supervision of the National Leading Consultant, and overall 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:

- Administer the questionnaires according to the existing map of the target groups. Fill out a database/matrix with results of the questionnaires - up to 20 working days;
- Conduct in-depth interviews and focus-groups with the previously identified target groups. Fill out a database/matrix with the results of in-depth interviews and focus-groups – up to 10 working days;
- Support the National Leading Consultant in clarification of data and additional information, whenever required – up to 3 working days.

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

² Ibid.

Deliverables:

	Deliverable	Deadline
1.	Database/matrix with questionnaires' results submitted to the National Leading Consultant, OHCHR and Ombudsperson institution.	23 April 2015
2.	Database/matrix with in-depth interviews and focus-groups results submitted to the National Leading Consultant, OHCHR and Ombudsperson institution.	30 April 2015
3.	Hard copy of the completed questionnaires, in-depth interviews and focus-groups records (hard/audio) submitted to the OHCHR.	05 May 2015

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 National Leading Consultant, the OHCHR/Human Rights Adviser and Ombudsperson institution.

Qualification Criteria for the National Support Consultant(s):

- University degree in social sciences, political sciences, law, economics, human rights, or other relevant field. A Master's degree is considered to be an asset.
- At least 3 years of proven experience in administering questionnaires, conducting in depth-interviews and focus-groups in the field of human rights;
- Knowledge and in-depth understanding of the human rights environment in Moldova, its sensitivities and challenges is an asset;
- Excellent communication and negotiation skills;
- 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;
- 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;
- Experience in working with UN or other donors 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 candidate for this assignment;
- (ii) Providing 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.