



TERMS OF REFERENCE

Job Title:	UN Human Rights Office (OHCHR): National Consultant on mobilization and empowerment of a self-advocacy group of persons with disabilities in the Transnistrian region of the Republic of Moldova*
Project Title:	UNCT Strategic Action Supporting CRPD Implementation in the Transnistrian Region of the Republic of Moldova
Contract type:	Individual Contract
Duration of assignment:	08 April 2015 - 25 September 2015, up to 85 working days
Starting date:	08 April 2015

A. Background:

Since July 2008, the Office of the High Commissioner for Human Rights (OHCH) 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.

In 2006, the UN adopted the Convention on the Rights of Persons with Disabilities (UNCRPD). As part of its strategy to promote respect for the rights of persons with disabilities in the Transnistrian region of the Republic of Moldova, the UN Country Team has developed a follow up action based on the recommendations provided by the independent senior expert, Mr. Thomas Hammarberg.

The UNCT Strategic Action Supporting CRPD Implementation in the Transnistrian Region of the Republic of Moldova is a unique collaborative effort that brings together two UN

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entities, namely OHCHR and UNDP, local authorities, organizations of persons with disabilities and the broader civil society, on both banks of river Nistru, to advance disability rights on the ground.

To ensure ownership and promote the participation, to the fullest extent possible, of persons with disabilities, the project shall be implemented in partnership with the disability rights organisation World of Equal Opportunities through a grants arrangement.

Scope of work and expected outputs:

OHCHR is recruiting a National Consultant with expertise, derived from their experience in working with organizations of persons with disabilities, to mobilize and empower a grass roots self-advocacy group in Bender.

The National Consultant on mobilization and empowerment of a self-advocacy group of persons with disabilities in the Transnistrian region of the Republic of Moldova is sought to work under the supervision of the UN Human Rights Adviser (OHCHR) and the OHCHR Human Rights Officer, and be directly engaged in the implementation of the following activities:

- The power of change – organized capacity building sessions for persons with disabilities aimed at promoting self-determination and empowering self-advocates and self-advocacy groups. The intervention is intended to educate, raise awareness and mobilize groups around the twin goals of disability and gender sensitivity in promoting equal rights for all;
- Circles group – an established mixed group of children and young people with and without disabilities participate together in a series of organized fusion of fun, education and therapy at the Bender hippodrome;
- Celebrating Diversity – public seminars for pupils and their teachers, as part of the strategy to promote knowledge about the CRPD in schools;
- Lifebooks – organised public events portraying the life and achievements, modes of communication and dreams of persons with disabilities through film, photography and open interactive dialogues with the authors;
- Active involvement of persons with disabilities in an interactive dialog with the local public administration to work together on the accessibility of at least two public institutions;

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B. Deliverables:

	Deliverable	Deadline
1.	Identify and recruit highly motivated women and men with disabilities who represent different ethnic backgrounds and encourage the formation of self-advocacy initiatives as a way of addressing vulnerability to human rights abuse;	1.06.2015
2.	Develop a disability rights training program designed for individuals with disabilities and their support networks;	15.06.2015
3.	Prepare special materials to inform individuals with disabilities of their rights and the steps to be taken to enhance their meaningful participation in decision making processes. The materials should be prepared in conformity with the language requirements and levels of literacy of the group, and in forms that can be used and understood by people with sensory or intellectual impairments;	30.06.2015
4.	Organize at least ten working sessions centered on advancing the human rights of persons with disabilities and help mobilize a group of grassroots self-advocates;	25.09.2015
5.	Coordinate and assist the group in elaboration of a report on the social, economic and participation issues that affect the lives of persons with disabilities;	25.08.2015
6.	Guide and provide practical support to individual members who have joined the group aiming at the realization of the goals of "full participation" in social life;	25.09.2015
7.	Facilitate cooperation among the local administration bodies and the group of grassroots self-advocates and organize at least three meetings where persons with disabilities will provide guidance and instruction on accessibility;	25.09.2015
8.	Facilitate the interaction of the group with the media for the publication of at least four news which employ a human rights based approach when reporting on disabilities and disabled persons;	25.09.2015
9.	Prepare easy read materials on the rights of girls and boys with disabilities and the steps to be taken to eliminate barriers and abuses in the education system in conformity with article 24 CRPD;	15.04.2015

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10.	Coordinate the work of a group of facilitators and organize seminars in schools, as part of the strategy to promote knowledge about the CRPD from the earliest age;	15.05.2015
11.	Organize at least four events for a mixed group of children and young people with and without disabilities, including visits to the Benderi hippodrome;	25.09.2015

Deliverables can be amended or specified for the purpose of the assignment.

C. Organizational settings:

This is a part-time consultancy. The National Consultant will be based in Benderi and will work closely with the local organizations of persons with disabilities.

D. Qualifications:

I. Academic Qualifications:

- University degree or equivalent (3-year university education) in Law, Human Rights, Social Sciences, Political Science, Public Administration or other relevant field.

II. Years and sphere of experience:

- At least 3 years of practical experience in human rights advocacy and promotion;
- Previous working experience in an organization of persons with disabilities;
- Experience in similar positions in a UNDP and/or EU-funded project is an advantage.

III. Competencies:

- Deep knowledge and understanding of international norms and standards related to the rights of persons with disabilities;
- Commitment and high identification with the human rights cause;
- Ability to achieve results and deadlines in a timely manner, maintaining a high standard throughout;
- Excellent analysis and drafting skills;
- Knowledge of Russian and Romanian languages. English is an asset.

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Proven commitment 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.

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

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.

E. Documents to be included in the proposal:

Interested persons should submit the following documents:

1. Detailed proposal explaining why they are the most suitable for the work;
2. Financial proposal (fee per working day and the total amount);
3. Personal CV including past experience in similar projects and the contact details of at least 3 reference persons.

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