



INDIVIDUAL CONSULTANT PROCUREMENT NOTICE

Date: **27 March 2015**

Country: Republic of Moldova

Description of the assignment: National Consultant for promotion of LGBT rights

Project Reference: Office of the United Nations High Commissioner for Human Rights (OHCHR)

Period of assignment/services: 14 April 2015 - 22 June 2015 (up to 48 working days)

Proposals should be submitted online only, by following the "Apply online" link, no later than [5 April 2015](#).

Requests for **clarification only** must be sent by standard electronic communication to the following e-mail: elena.darii@one.un.org. UNDP will respond by standard electronic mail and will send written copies of the response, including an explanation of the query without identifying the source of inquiry, to all applicants.

1. 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.

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. OHCHR in partnership with UNCT Moldova also supports the implementation of 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 EC funded project "Support to Civil Society in Combating Discrimination". The overall objective of the 18 months project is to address the discrimination in Moldova as concerns people belonging to stigmatized or marginalized groups.

The LGBT Pride Festival and Equality March are the main LGBT activities of the project aimed at raising visibility of LGBT people in Moldova, drawing public attention to the LGBT issues and uniting LGBT people, human rights activities and allies to stand up for equality of rights for everybody regardless of their sexual orientation or gender identity. Another objective of these activities are to test how the Law on Freedom of Assembly and Law on Ensuring Equality are

applied with regard to LGBT people's right to freedom of assembly and non-discrimination in Moldova, especially following the European Court of Human rights judgment "GENDERDOC-M vs. Moldova" from 2012.

2. SCOPE OF WORK, RESPONSIBILITIES AND DESCRIPTION OF THE PROPOSED ANALYTICAL WORK

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 OHCHR Human Rights Mainstream Consultant, project partners, beneficiaries and stakeholders for the effective achievement of results, anticipating and resolving complex project-related issues and information delivery.

The National Consultant is responsible for supporting the successful and effective implementation of the 2015 Equality March, as follows:

- Design and coordinate with GENDERDOC-M staff and OHCHR the concept programme for the Equality March 2015 event;
- Leasing with relevant civil society, partners and other stakeholders with the view to better coordinate the organization of the Equality March 2015 event;
- Actively participate at informative sessions with/for police officers prior to the Equality March 2015 event, in order to raise their awareness toward LGBT rights and further safe monitoring of the event;
- Coordinate the organization of a press-conference prior to Equality March 2015 event;
- Ensure wide visibility of the Equality March 2015 event;
- Monitoring and reporting on the impact of Equality March 2015 event, as a symbol of the breakthrough in the right to freedom of expression and public assemblies.

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.

3. REQUIREMENTS FOR EXPERIENCE AND QUALIFICATIONS

I. Academic Qualifications:

- Master degree or equivalent (5-year university education) in Law, Human Rights, Social Sciences, Political Science or other relevant field.

II. Experience and skills:

- At least 4 years of practical experience in human rights, especially promoting and protecting LGBT rights;
- Knowledge and understanding of international and national norms and standards related to human rights, especially LGBT rights, and the Law on Freedom of Assembly and Law on Ensuring Equality;
- Demonstrable strong organizational and planning skills, monitoring and a proven record of achieving results;
- Experience in mainstreaming minority issues, especially the rights of LGBT people would be a strong asset;

- Proven experience in working with the international organizations (successful experience in working with UN agencies) is an asset.

III. Language requirements:

- Knowledge of Romanian and Russian languages is a requirement;
- Knowledge of English language would be an asset;
- Knowledge of one or more additional languages relevant for Moldova, including Bulgarian, Gagauzian, Romani, Ukrainian or sign language is an asset.

4. DOCUMENTS TO BE INCLUDED WHEN SUBMITTING THE PROPOSALS

Interested individual consultants must submit the following documents/information to demonstrate their qualifications:

1. Personal CV including past experience in similar projects and the contact details of at least 3 reference persons;
2. Financial proposal (per working day and total fees).

5. FINANCIAL PROPOSAL

The financial proposal shall specify a total lump sum amount, and payment terms around specific and measurable (qualitative and quantitative) deliverables. Payments are paid in equal installments and are based upon output, i.e. upon delivery of the services specified in the TOR. In order to assist the requesting unit in the comparison of financial proposals, the financial proposal will include a breakdown of this lump sum amount (including fees, taxes, mobile phone calls, etc.).

Travel

All envisaged travel costs must be included in the financial proposal. This includes all travel to join duty station/repatriation travel. In general, UNDP should not accept travel costs exceeding those of an economy class ticket. Should the IC wish to travel on a higher class he/she should do so using their own resources.

In the case of unforeseeable travel, payment of travel costs including tickets, lodging and terminal expenses should be agreed upon, between the respective business unit and Individual Consultant, prior to travel and will be reimbursed.

6. EVALUATION

Initially, individual consultants will be short-listed based on the following minimum qualification criteria:

- Master degree or equivalent (5-year university education) in Law, Human Rights, Social Sciences, Political Science or other relevant field;
- At least 4 years of practical experience in human rights, especially promoting and protecting LGBT rights;

The short-listed individual consultants will be further evaluated based on the following methodology:

Cumulative analysis

The award of the contract shall be made to the individual consultant whose offer has been evaluated and determined as:

- a) responsive/compliant/acceptable, and

b) having received the highest score out of a pre-determined set of weighted technical and financial criteria specific to the solicitation.

* Technical Criteria weight – 60% (300 pts.);

* Financial Criteria weight – 40% (200 pts.).

Only candidates obtaining a minimum of 210 points would be considered for the Financial Evaluation.

Criteria	Scoring	Maximum Points Obtainable
<u>Technical</u>		
• Master degree or equivalent (5-year university education) in Law, Human Rights, Social Sciences, Political Science or other relevant field;	University degree – 50 pts., Master's degree – 60 pts.	60
• At least 4 years of practical experience in human rights, especially promoting and protecting LGBT rights.	4 years - 40 pts.; >4 years - 60 pts.	60
• Knowledge and understanding of international and national norms and standards related to human rights, especially LGBT rights, and the Law on Freedom of Assembly and Law on Ensuring Equality;	Yes - 50 pts.; to some extent - 25 pts.; No – 0 pts.	50
• Demonstrable strong organizational and planning skills, monitoring and a proven record of achieving results;	Max- 20 pts.;	20
• Experience in mainstreaming minority issues, especially the rights of LGBT people would be a strong asset;	Yes – 40 pts.; to some extent – 20 pts.; No – 0 pts.	40
• Proven experience in working with the international organizations (successful experience in working with UN agencies) is an asset;	Yes - 30 pts.; No – 0 pts.	30
• Knowledge of Romanian and Russian languages is a requirement;	Max -15 pts.;	15
• Knowledge of English language would be an asset;	Max -15 pts.;	15
• Knowledge of one or more additional languages relevant for Moldova, including Bulgarian, Gagauzian, Romani, Ukrainian or sign language is an asset.	Max – 10 pts.	10
Maximum Total Technical Scoring		300
<u>Financial</u>		
Evaluation of submitted financial offers will be done based on the following formula: <u>$S = F_{min} / F * 200$</u>		200

S – score received on financial evaluation; Fmin – the lowest financial offer out of all the submitted offers qualified over the technical evaluation round; F – financial offer under consideration.	
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Winning candidate

The winning candidate will be the candidate, who has accumulated the highest aggregated score (technical scoring + financial scoring).

ANNEXES:

ANNEX 1 – TERMS OF REFERENCES (TOR)

ANNEX 2 – INDIVIDUAL CONSULTANT GENERAL TERMS AND CONDITIONS