



TERMS OF REFERENCE

Job Title:	UN Human Rights Office (OHCHR): National Consultant for promotion of LGBT rights
Project Title	Support to Civil Society in Combating Discrimination
Type of Contract :	Individual Contract
Duration of assignment :	14 April 2015 - 22 June 2015, up to 48 working days
Starting date:	14 April 2015

A. 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.

B. 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 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.

Summary of Key Functions:

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.

Deliverables	Deadlines
1. A concept programme for the Equality March 2015 event designed and coordinated with OHCHR and GENDERDOC-M;	8 May 2015
2. At least 2 informative sessions with police officers held prior to Equality March 2015;	13 May 2015
3. 1 press-conference for mass-media organized prior to the Equality March 2015 event;	17 May 2015
4. Report on activities, monitoring and follow-up on the impact of the Equality March 2015.	22 June 2015

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

C. 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. Years and sphere of experience:

- At least 4 years of practical experience in human rights, especially promoting and protecting LGBT rights;

III. Competencies:

- 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;
- 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.

Personal qualities: responsibility, creativity, flexibility and punctuality.

The candidates that we are looking for must adhere 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.

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.

D. Documents to be included in the proposal:

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).