



Ministry of Foreign Affairs
of Denmark
DANIDA



Institutul
National al
Justitiei



*Empowered lives.
Resilient nations.*

TERMS OF REFERENCE

- A. Job Title:** International Consultant on mainstreaming Human Rights in the National Institute of Justice's training programme
- B. Duty Station:** Home based with 2 (two) missions to Chisinau, Republic of Moldova
- C. Project reference:** Strengthening Technical Capacities of the National Institutions for the Human Rights Protection and Promotion
- D. Contract type:** Individual Contract (IC)
- E. Duration of assignment:** October – December 2015 (up to 40 working days)

F. Background:

Promotion and protection of human rights and equality, strengthening justice and development of democratic governance is at the core of the UN work in Moldova. In these areas, the UN is aiming to ensure that difficult and complex reforms aiming to strengthen government institutions and the justice sector remain on track, and that support is provided to move from policy and legislative formulation to practical implementation.

Therefore, the **Strengthening Technical Capacities of the National Institutions for the Human Rights Protection and Promotion Project** is seeking to support the implementation of the relevant human rights reforms, plans and commitments, in order to ensure that the capacities of the national human rights institutions are strengthened, so that they are able to perform their key functions on the human rights monitoring, reporting, promotion and protection.

The overall objective of the project is to improve human rights protection and rule of law, including effective national implementation of European and international instruments in the Republic of Moldova, and in-line with the national priorities, strategies and plans. The project seeks to strengthen the capacities of public institutions, which have a mandate in areas relating to human rights, criminal justice, governance and anti-corruption, in performing their key functions, and mainstreaming human rights based approach, equality, gender issues and inclusion in their work.

For these purposes the Project seeks also to develop the capacities of the National Institute of Justice (NIJ) in the provision of the up to date training services for future and actual judges and prosecutors and other actors of the justice sector, to ensure curricular correspondence with the substantive and procedural international and national human rights law; to mainstream the international and regional human rights instruments and

standards, including on gender equality, equality and non-discrimination, racism, intolerance and hate speech, anticorruption and professional ethics, into the curricula.

In addition to this, it is also mentioned in the UN-Moldova Partnership Framework 2013-2017 (UNPF)¹ that NIJ trains in selected ECHR provisions, but not at all on international human rights law. Subsequently, the following target is set in the UNPF: by 2017, NIJ curriculum substantively amended with modules on each of the international treaties, mechanisms and instruments (ICESCR, ICCPR, CAT, ICERD, CEDAW, CRC, CRPD), including 1951 Refugee Convention. Thus, training curriculum modules (introductory and continuous) on international human rights law need to be developed and implemented by the NIJ.

The Strengthening Technical Capacities of the National Institutions for the Human Rights Protection and Promotion Project is funded by the Ministry of Foreign Affairs of Denmark and implemented by the UNDP Moldova in cooperation with the National Institute of Justice.

G. Objective:

The main objectives of this consultancy are:

- To assess the National Institute of Justice's initial and continuous training programmes for judges and prosecutors in terms of integration of international human rights standards;
- To assist the National Institute of Justice in developing a strategic approach to the mainstreaming international human rights standards in initial and continuous training programmes for judges and prosecutors, with a particular focus on UN standards.²

H. Scope of work and expected outputs:

In order to achieve the objective the International Consultant shall perform the following tasks:

- Develop the methodology and other tools relevant for the assignment;
- Conduct a desk review of the existing models and best practices of human rights standards integration in the training programmes for legal professionals in WE, CEE and CIS countries;
- Review the NIJ curricula and training modules to fully understand the ground situation and existing training materials available for training law professionals (judges and prosecutors) and to identify the areas of intervention and key stakeholders to be involved in the assessment and mainstreaming processes;
- Carry out a gap analysis of the NIJ initial and continuous training curricula and training modules on the integration and teaching of the UN human rights standards;

¹ <http://www.un.md/publicdocget/44> (see Outcome 1.2, p. 26).

² These standards should include, but not limited to the following: ICESCR, ICCPR, CAT, ICERD, CEDAW, CRC, CRPD, and 1951 Refugee Convention.

- Produce a well-written and comprehensive needs assessment report (in English) with recommendations on how to mainstream UN Human rights standards in the curricula and bring the existing and future courses in-line with the international standards and framework of initial and continuous professional development (CPD) training, particularly initial and CPD training/programme designed specifically for law professionals;
- Develop the curricula outline and/or solutions on how to most effectively incorporate UN Human rights standards into the NIJ initial and continuous training curricula (into the existing curricular and/or creating new modules) (in English);
- Present the findings and recommendations of the assessment and curricular outline at the roundtables;
- Perform other assignment related tasks.

I. Deliverables:

	Deliverable	Deadline
1.	Methodology and other tools for the comprehensive assignment developed; Desk review of the existing models and best practices of human rights standards integration in the training programmes for legal professionals conducted	05 October 2015 (up to 5 working days)
2.	First mission to Moldova organized; comprehensive needs assessment report with recommendations on how to most effectively mainstream UN human rights standards in the NIJ's initial and continuous training curricula drafted; draft report submitted for comments, the preliminary findings and recommendations presented at a roundtable	10 November 2015 (up to 20 working days)
3.	Final version of the needs assessment report with recommendations on how to most effectively mainstream UN human rights standards in the NIJ's initial and continuous training curricula submitted	30 November 2015 (up to 10 working days)
4.	Second mission to Moldova organized; curricula outline on incorporation of UN human rights standards into the NIJ initial and continuous training curricula (into the existing curricular and/or creating new modules) developed and submitted (in English). Both final needs assessment and curricular outline presented at a roundtable	15 December 2015 (up to 5 working days)

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

J. Organizational Setting:

This is a part-time consultancy. The International Consultant will work under the direct supervision of and in cooperation with the NIJ management and UNDP Project Manager. Two missions (of up to 5 working days each) to Chisinau, Republic of Moldova are envisaged under this assignment during September-November 2015.

K. Inputs:

The NIJ and Project staff will provide the International Consultant with the information and materials available for the fulfilment of tasks, facilitate meetings and provide other reasonable logistic support where necessary.

L. Qualifications:

I. Academic Qualifications:

- Master's Degree or equivalent (5-year university education) in Human Rights, International Law, Pedagogy, Social Sciences, or other relevant field;

II. Years and sphere of experience:

- At least 5 years of experience in the field of mainstreaming Human Rights standards through training curricula, conducting assignment related training needs assessments and/or strategy development especially in the regional and international context;
- Proven experience in assessing and/or elaborating professional trainings, initial and CPD courses/programmes;
- Proven experience in working with the international or local organizations on similar assignments (successful experience in working with UN agencies is an asset);

III. Competencies:

- Knowledge and understanding of the specific nature and character of continuing professional development and practice-oriented initial and CPD courses and programmes for legal professionals;
- Knowledge of the UN human rights protection mechanisms and standards;
- Knowledge of the human rights situation in the Republic of Moldova and a wider regional context;
- Proven qualification in an education-related discipline is an asset;
- Proficiency in English language;
- Knowledge of Russian and/or Romanian language is an asset;

IV. Personal qualities:

- 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;
- Responsibility, creativity, flexibility and punctuality.