

TERMS OF REFERENCE

Job Title:	UN Office of the High Commissioner for Human Rights (OHCHR): National Consultant on the Rights of Persons with Disabilities
Project Title:	Paradigm Shift: UNCT Moldova Strategic Action Supporting CRPD Implementation, UNPRPD
Contract type:	Individual Contract
Duration of assignment:	11 months, estimated working load up to 180 working days
Starting date:	25 January 2016

Background

The Office of the United Nations High Commissioner for Human Rights (OHCHR) represents the world's commitment to universal ideals of human dignity. It has a unique mandate from the international community to promote and protect all human rights.

The National Human Rights Coordinator under the umbrella of OHCHR field presence in Moldova assists the UN RC Office, UN Country Team in Moldova, Government and civil society in strengthening human rights and human rights based approaches, working closely with the UNCT on capacity building and mainstreaming human rights in their work, as well as providing support in their engagement with national actors on human rights, including advising national authorities upon request. Thematic priorities for work are: Countering discrimination, in particular racial discrimination, discrimination on the grounds of sex and gender, religion, disability and against others who are marginalized; Combating impunity and strengthening accountability and the rule of law; Strengthening the effectiveness of international human rights mechanisms and the progressive development of international human rights law and standards.

The Office's Work Plan for 2016 includes the following programmatic directions aimed at enhancing respect for the rights of persons with disabilities in line with the UN Convention on the Rights of Persons with Disabilities (CRPD):

- 1) Legal capacity reform – promote legal harmonization of the national framework to the article 12 CRPD and support the development of supported decision making systems.
- 2) Adults' deinstitutionalization reform – support the government in making the transition from institutional to community based care.

- 3) Inclusive education reform – support the state efforts aimed at eliminating all barriers that prevent children with disabilities from accessing the education system, and first of all discrimination.
- 4) Participation and independent monitoring – facilitating participation of persons with disabilities through their representative organizations at all key stages of policy and legislative development and implementation and in other decision-making processes concerning issues related to the rights of persons with disabilities.

In particular, starting with January 2016 OHCHR in partnership with UNDP, WHO and UNICEF will proceed with the implementation of the second phase of the United Nations Partnership on the Rights of Persons with Disabilities (UNPRPD) Project “Paradigm Shift: UNCT Moldova Strategic Action Supporting CRPD Implementation”. The UNPRPD Project is a unique collaborative effort that brings together UN entities, governments, disabled people’s organizations and the broader civil society to advance disability rights around the world. The UNPRPD supports the full implementation of the Convention on the Rights of Persons with Disabilities (CRPD) by facilitating coalition-building and capacity-development at country, regional and global level. In doing so, it leverages the comparative advantage of multiple stakeholders to contribute to the realization of a “society for all” in the 21st century.

Scope of work

The overall objective of the National Consultant’s assignment is to facilitate the process of legal capacity and deinstitutionalization reform in the broader contexts of intersecting processes, including decentralization, inclusive education, etc.

Summary of Key Functions:

- Assist in the conceptualization of a system of assisted decision making for adults with intellectual or mental disabilities, based on the CRPD and building on the best practices in applying national provisions on “patronaj” agreements and international best practices;
- Develop a full spectrum of informational, educational and training materials on and provide appropriate trainings about supported decision-making;
- Participate in the working groups and processes on legal capacity and deinstitutionalization created at the level of institutions and act as OHCHR’s focal point on legal capacity reform;
- Substantially assist in setting up the supported decision making program for the persons included in the deinstitutionalization process;
- Help developing the protocols for assessing the decision-making support needs for adults included in the deinstitutionalization program;
- Provide on-going coaching and mentoring in supported decision-making;
- Engage with the third parties such as social assistants, financial institutions, health care service workers or government agencies to increase their understanding of supported decision making arrangements and assist them in applying supported decision-making arrangements;
- Provide relevant information regarding human rights, building practical skills for self-advocacy (e.g. running or participating in meetings, or public meetings) and support

the persons with disabilities (and their caregivers) to form/join and register advocacy groups;

- Support the OHCHR team in meeting the goals related to the promotion, implementation and monitoring of the UN Convention on the Rights of Persons with Disabilities.

Deliverables

<p>1. Developed and validated concept of a supported decision making system:</p> <ul style="list-style-type: none"> • Developed guidelines on the identification of decision-making support needs and instruments for planning the support; • Developed generic ToR for Supporters under the supported decision-making scheme; • Developed template forms for individualized decision-making support agreements; • Developed cooperation and reference mechanism for identifying, establishing, implementing and monitoring the decision-making support agreements; <p><u>Inception report</u></p>	<p>April 2016</p>
<p>2. Practical implementation of the supported decision-making arrangements:</p> <ul style="list-style-type: none"> • Developed step-by-step guide book on supported decision-making; • At least 20 consultation meetings with the working groups on deinstitutionalization created at the level of institutions; • At least 20 training sessions/ workshops on supported decision-making for different target groups; • At least 20 coaching meetings for persons receiving and providing support in decision-making; <p><u>Progress report</u></p>	<p>August 2016</p>
<p>3. On-going support and mentoring:</p> <ul style="list-style-type: none"> • Act and assist the activity of supporters and the persons receiving support within the OHCHR initiative of piloting supported decision-making arrangements; • Support persons receiving support in decision-making and other persons with disabilities or their representing organisations to consolidate and form initiative groups of self-advocates. At least one 	<p>December 2016</p>

<p>such group created;</p> <ul style="list-style-type: none"> • Document the whole implementation process; • Maintain an active data base of contacts; • Monitor the implementation of the supported decision-making arrangements and based on results develop a comprehensive report, including lessons learned and best practices; <p><u>Final activity report</u></p>	
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Payments to the National Consultant will be made on a monthly basis upon satisfactory certification of the supervising officer(s), based on the submitted time-sheets and associated brief explanatory reports, for the number of working days effectively worked under the assignment. All payments are subject to approval of the above key deliverables.

Organizational settings: The National Consultant works in close collaboration with and reports to the National Human Right Officer.

Performance evaluation: Consultant's performance will be evaluated following such criteria as timeliness, responsibility, initiative, communication, accuracy, and quality of the products delivered.

Qualifications Criteria

The following qualification criteria shall be applied for the selection of the consultant:

Education:

- University degree, preferably in law, social science, psychology or other discipline related to human rights (Master's degree – an advantage);

Experience:

- At least two years of relevant professional experience at the national or international level in human rights, in particular as concerns the international law on the rights of persons with disabilities, or related area;
- Proven experience in working on deinstitutionalization and legal capacity related issues;
- Proven experience of working with organizations of persons with disabilities;
- Proven experience of developing and delivering training modules related to the concepts supported decision making concept, independent living and other provisions;
- Proven experience in conducting research, monitoring and documentation, and development of policy papers;
- Experience in working with persons with mental or intellectual impairments is a strong asset.

Competences:

- Fluency in oral and written Romanian, Russian, and English.
- Knowledge of one or more additional languages relevant for Moldova, including Bulgarian, Gagauzian, Romani, Ukrainian or sign language is an asset.
- Adhere 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.

Abilities:

- Demonstrated capacity of team oriented work, excellent planning and organizational skills;
- Good communication and writing skills;
- Sensitivity and respect for human rights and gender equality;
- Ability to achieve results in a timely manner, maintaining a high standard throughout.

Documents to be included in the proposal

Interested persons should submit the following documents:

- 1) P11 form or CV;
- 2) Cover letter, stating their interest in and qualifications for the consultancy;
- 3) Financial offer - fee per work day;
- 4) Contact details of at least 2 reference persons.