



## **TERMS OF REFERENCE**

<b>Job Title:</b>	National Consultant, Coordinator of Persons with Disabilities Mobilization and Empowerment activities
<b>Hiring Unit</b>	UN Human Rights Office (OHCHR) via UNDP Moldova
<b>Contract type:</b>	Individual Contract
<b>Duration of assignment:</b>	21 November 2016 - 20 November 2017 (up to 200 working days), with the possibility of extension
<b>Deadline for applications:</b>	3 November 2016

### **Background**

In summer 2016 the United Nations in Moldova launched a new program - "UN Joint Action to Strengthen Human Rights in the Transnistrian Region of the Republic of Moldova". This program is implemented primarily by OHCHR, UNDP and UNAIDS in partnership with civil society organizations, decision-makers and professionals from both banks of the Nistru-river. Under this program OHCHR will work on advancement of the rights of persons with disabilities, as well as of other vulnerable groups in the region. The implementation duration of the OHCHR component will be 2-2,5 years, starting in August 2016.

The work under this program shall be guided by the confidence-building principles and strongly underpinned by the international human rights standards and recommendations, primarily by the Universal Declaration of Human Rights, International Covenant on Civil and Political Rights (ICCPR), International Covenant on Economic, Social and Cultural Rights (ICESCR), Convention on the Rights of Persons with Disabilities (CRPD), European Convention on Human Rights (ECHR), recommendations provided in 2013 by the UN Senior Expert Thomas Hammarberg, recommendations provided under Universal Periodic Review and UN treaty body periodic reviews, recommendations provided by the UN Special Procedures (particularly recently by the UN Special Rapporteur on the Rights of Persons with Disabilities and by the UN Special Rapporteur on Minority Issues), as well as other relevant UN human rights bodies and mechanisms.

In the framework of this programme, OHCHR is seeking to recruit a National Consultant in charge of coordinating programme's activities related to mobilization and empowerment of persons with disabilities in the Transnistrian Region of the Republic of Moldova.

## **Scope of Work, Duties and Responsibilities**

The national consultant under these Terms of Reference works under the guidance and supervision of the Programme Manager. The national consultant works in close collaboration with Programme staff and consultants, OHCHR/UN staff and consultants, project partners, organisations and groups of persons with disabilities, as well as other stakeholders for the effective achievement of results, anticipating and resolving complex program-related issues and information delivery.

Under the present Terms of Reference the national consultant will:

- Support and coordinate with the programme's staff and partners design and organisation of a series of capacity building and awareness raising events for persons with disabilities, other vulnerable persons, their groups and organizations, as well as regional decision-makers and wider society on preventing and combating discrimination, general international standards with regard to human rights and rights of persons with disabilities, as well as with regard to rights-based concept of disability and vulnerability;
- Provide relevant information regarding human rights, building practical skills for self-advocacy (e.g. running or participating in meetings, or public meetings) and support organisations and groups of persons with disabilities in order to form self-help and advocacy groups;
- Facilitate and support the networking activities between organizations of persons with disabilities, contribute to their empowerment to take action in protection and advancement of non-discrimination and their fundamental human rights as per international standards;
- Facilitate and support the establishment and operationalisation of the Sustainable Development Platform in the Transnistrian region of the Republic of Moldova and its Secretariat;
- Design, facilitate and coordinate with the programme's partners the community mobilization activities in preparation for piloting of the community services for persons with disability;
- Engage with the third parties (different stakeholders, such as representatives from social protection system, etc.) to increase their understanding of CRPD and assist them in applying CRPD standards;
- Undertake research and analysis relating to the situation of persons with disabilities in the Transnistrian region of the Republic of Moldova and community-based services for persons with disability;
- Coordinate closely the process of development and piloting of international human rights standards-compliant community services by the project partners and make recommendations for their multiplication and scaling-up at the next stages of the programme;
- Prepare and coordinate the process of amendment of the relevant regional regulatory framework(s) to bring it into conformity with the UDHR, ICCPR, ICESCR, CRPD, CEDAW, ECHR and other related international human rights standards, as well as with the recommendations of UN Senior Expert Thomas Hammarberg;
- Based on the lessons-learned during the implementation of the programme, develop recommendations for the follow-up phases of the programme;
- Perform other relevant duties as assigned by the Programme Manager, such as:
  - a) Communication with the programme's counterparts in the field;
  - b) Providing updates on the changes of the situation of organisations and initiative groups of persons with disabilities in the Transnistrian region of the Republic of Moldova;

- b) Supporting programme's internal and external coordination of the work in the field;
- c) Pro-actively advising on programme's approaches to work in the relevant field;
- d) Monitoring the current situation and developments with regard to rights of persons with disabilities and preparing updates on the status;
- e) Contributing substantive inputs to documents produced by the programme and OHCHR team in the relevant field.
- d) 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.

This assignment envisages extensive travel and work in the Transnistrian region of the Republic of Moldova, with transportation arrangements being covered by the Programme.

Specific deliverables, expected workload and indicative timeframe for the above tasks are presented below:

<b>Nr.</b>	<b>Key Deliverables [evidence-based]</b>	<b>Expected Workload (workdays)</b>	<b>Indicative Timeframe</b>
1	Trainings on preventing and combating discrimination, general international standards with regard to human rights and rights of persons with disabilities, as well as with regard to rights-based concept of disability and vulnerability conducted	30	November 2016 - February 2017
2	At least 4 workshop/roundtables on self-help and advocacy of organisations and groups of persons with disabilities organised and conducted	20	January-March 2017
3	Analysis relating to the situation of persons with disabilities in the Transnistrian region of the Republic of Moldova and community-based services for persons with disability undertaken	10	January-March 2017
4	Bi-monthly updates on the situation of organisations and initiative groups of persons with disabilities in the Transnistrian region of the Republic of Moldova developed	12	November 2016 – October 2017
5	Separate sets of training and informational materials for 1) organisations and initiative groups of persons with disabilities; 2) service providers; 3) decision-makers and 4) general public on CRPD provisions developed	10	November 2016 – February 2017
6	Proposals on development and piloting of international human rights standards-compliant community services in 2-3 pilot localities developed	15	January-March 2017

7	Proposals for amendment of the relevant regional regulatory framework(s) to bring it into conformity with the UDHR, ICCPR, ICESCR, CRPD, CEDAW, ECHR and other related international human rights standards, as well as with the recommendations of UN Senior Expert Thomas Hammarberg developed	15	March-June 2017
8	Trainings for service providers and representatives of de facto authorities on international human rights standards-compliant community services conducted	15	July-September 2017
9	At least 3 meetings of the Sustainable Development Platform in the Transnistrian region of the Republic of Moldova held	10	March-October 2017
10	Field visits in the Transnistrian region of the Republic of Moldova conducted	15	November 2016 - October 2017
11	Inputs to documents produced by the programme and OHCHR team in the relevant field provided	10	November 2016 - October 2017
12	Monthly activity reports submitted and approved by Programme Manager	24	November 2016 - October 2017
13	Recommendations for the follow-up phase of the programme developed	10	October 2017
14	Final report submitted and approved by Programme Manager	4	October 2017

A final report on implementation of the above listed tasks shall be submitted by the last day of the current assignment.

The payments under these Terms of Reference will be made monthly, based on the submitted time-sheet and monthly reports.

### **Competencies**

- Adheres 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, sexual orientation, or other status;
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability;
- Accepts responsibility and accountability for the quality of the outcome of his/her decisions.

### **Required Skills and Experience**

#### **Education:**

- University degree in social science, law, human rights or other relevant discipline (Master's degree would be considered an advantage);

- Post-graduation education/courses on rights of persons with disability and/or community mobilisation would be considered an advantage.

### **Experience:**

- At least five years of professional experience of work with persons with disabilities and their organizations;
- At least three years of professional experience at the national and/or international level in area of human rights;
- At least three years of professional experience in capacity building and community mobilisation for community groups and/or persons with disabilities;
- Previous experience of work on UDHR, ICCPR, ICESCR, CRPD, CEDAW, ECHR and other related international human rights standards;
- Previous experience in working in or on the Transnistrian region of the Republic of Moldova on human rights and empowerment of vulnerable groups, especially persons with disability, would be considered a strong advantage;
- Previous experience of working with NGOs and the *de facto* authorities at regional and local levels in Transnistrian region of the Republic of Moldova would be considered a strong advantage.

### **Language Requirements:**

- Fluency in oral and written Russian, knowledge of Romanian and/or English languages will constitute a strong advantage;
- Knowledge of one or more minority languages relevant for Moldova, including Bulgarian, Gagauz, Ukrainian or Romani, as well as sign language(s), will be a strong advantage.

*The United Nations Organization is committed to diversity and inclusion. Women, persons from vulnerable groups, such as persons with disabilities, Roma and other ethnic, linguistic or religious minorities, persons living with HIV, refugees and other noncitizens legally entitled to work in the Republic of Moldova, as well as persons from other underrepresented groups are particularly encouraged to apply.*

*Note on Reasonable Accommodation: OHCHR undertakes to ensure accessibility of its offices and to reasonably accommodate special needs of the selected candidate, should such needs be present.*

### **Documents to be included in the proposal**

Interested persons should submit the following documents:

1. Motivation Letter, explaining why they are the most suitable candidate for the work;
2. Financial proposal (fee per day);
3. Personal CV including past experience in similar assignments and the contact details of at least 3 reference persons.