



TERMS of REFERENCE

Job Title:	National Minority Rights Consultant
Hiring Unit	UN Human Rights Office (Office of the UN High Commissioner for Human Rights) via UNDP Moldova
Contract type:	Individual Contract
Duration of assignment:	May – December 2017 (up to 120 working days)

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.

OHCHR in Moldova, led by the National Human Rights Coordinator, supports and advises the UN RC Office, United Nations Country Team (UNCT) in Moldova, Government, National Human Rights Institutions (NHRIs), civil society and community groups in strengthening human rights and human rights based approach to development. The National Human Rights Coordinator is assisted in the accomplishment of this mandate by a team of staff and consultants.

According to the Country Note for the Republic of Moldova 2014-2017, the thematic priorities for interventions 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.

Scope of Work, Duties and Responsibilities

The Minority Rights Consultant under these Terms of Reference works under the guidance and supervision of the National Human Rights Coordinator, and in closest collaboration with other members of OHCHR team. The national

consultant works in close collaboration with project partners, beneficiaries and stakeholders for the effective achievement of results, anticipating and resolving complex program-related issues and ensuring information delivery.

Under the present Terms of References, the national consultant will:

Task 1: Assist in empowering and mobilizing for human rights action Moldova's ethno-linguistic and religious minorities.

Human rights actions include a) independent monitoring over and reporting on human rights situation in Moldova, including to UN human rights treaty bodies and special procedures; b) meaningful and effective participation in development and advancement of national human rights policies and legislation; c) individual complaints and strategic litigation on cases of discrimination and other human rights violations to the relevant domestic and international bodies.

Task 2: Facilitate OHCHR's interaction with Moldova's regions with high concentration of ethno-linguistic minorities, including autonomous region of Gagauzia and Taraclia district. In particular the consultant is expected to assist in connecting the mentioned regions to mainstream national human rights processes (such as development and implementation of the National Human Rights Action Plan and other human rights policies), in developing the regional human rights actions plan(s) and mechanisms for their implementation, in raising awareness in the regions about the mandate and activities of the NHRIS - Ombudsperson's Office and the Equality Council.

Task 3: Assist in successful running of the mission of two minority rights officers from OHCHR Geneva in early May, by arranging the relevant appointments and providing informational support during this mission.

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

	DELIVERABLES	DUE DATE	WORKLOAD	INSTALLMENT
1.	At least 10 alternative submissions towards ICESCR and CRC, including from groups/organizations from Gagauzia and Taraclia district, as per <u>Task 1</u>	August 2017	20 days	II
2.	At least 10 one-day-long human rights trainings and workshops for minority groups/organizations, as per <u>Task 1</u>		40 days	
	2.1) First round of trainings (2 trainings)	June 2017	8 days	I
	2.2) Second round of trainings (3 trainings)	August 2017	12 days	II
	2.3) Third round of trainings (3 trainings)	October 2017	12 days	III

	2.4) Fourth round of trainings (2 trainings)	December 2017	8 days	IV
3.	Regional Human Rights Action Plans, as per <u>Task 2</u>		30 days	
	3.1) First drafts	June 2017	10 days	I
	3.2) Final drafts	October 2017	10 days	III
	3.3.) Approved plans	December 2017	10 days	IV
4.	At least 8 human rights info-sessions for actors from Gagauzia and Taraclia, as per <u>Task 2</u>		20 days	
	4.1) 1 st round of info-sessions	August 2017	10 days	II
	4.2) 2 nd round of info-sessions	October 2017	10 days	III
5.	Mission successfully completed and Mission Report prepared, as per <u>Task 3</u>		10 days	I
	TOTAL		120 days	
<i>I-st installment: 28 days – 23% of the entire contract amount</i> <i>II-nd installment: 42 days – 35% of the entire contract amount</i> <i>III-rd installment: 32 days – 27% of the entire contract amount</i> <i>IV-th installment: 18 days – 15% of the entire contract amount</i>				

A final report on implementation of the above listed tasks shall be submitted by the last day of the current assignment based on the submitted progress reports and a time-sheet.

Required Skills and Experience

Education:

- University degree in law, human rights or other relevant discipline (Master's degree – a strong advantage);

Experience:

- At least three years of professional experience at the national and/or international level in human rights work (work on minority rights – a strong advantage);
- Professional experience in work with minority groups, minority civil society organizations and/or minority community-based organizations;
- Experience of substantial engagement with UN human rights mechanisms (treaty bodies, special procedures, UPR, etc).

Language Skills:

- Fluency in oral and written Russian and English (fluency in Romanian – a strong advantage).
- Knowledge of one or more languages relevant for Moldova, including Bulgarian, Gagauz, Romani, Ukrainian or sign language is an asset.

Diversity Clause: Applicants from under-represented groups (persons with disabilities, Roma and other ethnic, linguistic or religious minorities, persons living with HIV, refugees and other noncitizens) will have an advantage during the selection process. OHCHR is committed to reasonably accommodate the working environment for the persons with special needs.

Documents to be included in the proposal

Interested persons should submit the following documents:

1. Proposal:

- (i) Explaining why they are the most suitable for the work;
- (ii) Provide a brief methodology on how they will approach and conduct the work structured by main deliverables as stated above;

2. Financial proposal (fee per day and lump sum);

3. Personal CV including past experience in similar assignments and the contact details of at least 3 reference persons.

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.