

## **TERMS OF REFERENCE**

<b>Job Title:</b>	Consultant on gender issues in criminal / criminal proceedings law
<b>Hiring Unit</b>	UN Human Rights Office (OHCHR) via UNDP Moldova
<b>Contract type:</b>	Individual Contract
<b>Duration of assignment:</b>	June - September 2017 (up to 30 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 his mandate by a National Human Rights Officer.

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.

OHCHR is continuously engaged in monitoring of court cases with heavy human rights implications. As part of its mandate to counter discrimination the Office is interested in promoting gender equality with an emphasis on women belonging to the most vulnerable groups.

Following our monitoring of relevant court cases, in particular cases related to gender-based sexual violence, it appears that Moldovan law enforcement has weak protection tools for the victims of sexual abuse. Moreover, even the existing provisions are not always used to the benefit of the victim, and towards full protection of her rights.

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

The Consultant on gender issues in criminal law and criminal proceedings law is expected to undertake a comprehensive analysis of the law and practices in the field of investigation and prosecution of sexual abuse cases from the perspective of the rights of victims of those cases. As a result of this work the consultant should finalize the draft of a study in this field started by OHCHR earlier.

As a follow up to the study the consultant will also have to develop recommendations for the amendment of the legal framework and practice in the field of protection of victims of sexual abuses and other sexually related gender biased crimes.

In order to ensure the sustainability of the study, the consultant is expected to develop a guide for law enforcement in protecting the victims of gender-biased sexual abuse crimes.

He/she will also have to elaborate, on the basis of the study a draft curricula for continuous education of the prosecutors and judges as well as adapted curricula for info sessions/trainings for practicing lawyers.

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

	<b>DELIVERABLE</b>	<b>DUE DATE</b>
1.	Study on law and practice of investigation and prosecution of the cases of gender biased sexual abuse crimes from the perspective of the rights of victims and their protection	30 June 2017
2.	Guide for the prosecutors and criminal police officers in ensuring the protection of victims of gender-biased sexual crimes	15 July 2017
3.	Draft of the continuous education curricula for prosecutors and judges in the domain of rights of victims of gender biased sexual abuse crimes	15 August 2017
4.	Draft of the concept of the trainings/info sessions on the rights of victims of gender-biased sexual abuse crimes	30 September 2017

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

The payment under these Terms of Reference will be made upon the submission of the final report.

## **Competencies**

- 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.
- Adapts flexibly to changing situations, overcomes obstacles and recovers quickly from set-backs.

## **Required Skills and Experience**

### **Education:**

- University degree in law;
- Master's degree or PhD degree/current PhD studies in law or other related fields - strong asset;

### **Experience:**

- At least three years of professional experience in providing legal assistance and/or legal research;
- At least two years of experience in developing educational curricula in field such as law or human rights;

### **Language Requirements:**

- Fluency in oral and written Romanian (knowledge of Russian and English would be an asset);
- 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 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.*