

## **TERMS OF REFERENCE**

<b>Job Title:</b>	Consultant to develop a human rights training curricula for the staff of the Carabineers' Troops
<b>Hiring Unit</b>	UN Human Rights Office (OHCHR)
<b>Contract type:</b>	Individual Contract
<b>Duration of assignment:</b>	September 2020 – December 2020 (up to 38 working days)
<b>Deadline for applications:</b>	24 August 2020

### **Background**

The UN Human Rights Office (Office of the UN 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 OHCHR field presence in Moldova, led by the Human Rights Adviser, assists the UN RC Office, UN Country Team in Moldova (UNCT), Government and civil society in strengthening human rights and human rights-based approaches, working closely with the UN Country Team on capacity building and mainstreaming human rights in their work, as well as providing support in engagement with national actors on human rights, including advising national authorities upon request. Thematic priorities for the work of the Office are: (i) Strengthening rule of law and accountability for human rights violations; (ii) Enhancing equality and countering discrimination; (iii) Integrating human rights in sustainable development; (iv) Enhancing civic space and people's participation.

One of the actors contributing to the rule of law in the Republic of Moldova are the Carabineers Troops. According to the Strategy for the Reformation of the Carabineers Troops for 2017-2020 and of its implementation Plan, one of the general objectives of the Strategy is the professionalization of the personnel of the troops. The same strategy establishes under the specific objective 2.3.2 the development of the system of continuous professional development based on concrete indicators oriented at improving the practical skills and the abilities on applying the law.

The Strategy also includes a section on "Intolerance to the integrity incidents, discrimination and ill-treatment in the activity of the Carabineers". The Strategy proposes that specific activities such as human rights campaigns and human rights trainings are organized, to develop the system of registration and examination of complaints against the personnel of

the Carabineers Troops on alleged acts of discrimination and ill treatment (specific objective 4.2.1. and 4.2.2.). The same general objective has as specific action on the development of the institutional and technical capacities for the prevention of discriminatory behavior, ill-treatment and other disciplinary misconduct (specific objective 4.2.3.).

In 2019 the OHCHR field presence organized a training on human rights for the officers of the Carabineers Troops. The session was focused on combating torture and ill-treatment and promotion of human rights. In 2020, it was decided to build on the previous experience and to continue the engagement with the General Inspectorate of Carabineers. Therefore, it was agreed with the General Inspectorate that the OHCHR Field presence would provide support to the Inspectorate in incorporating a human rights dimension into the continuous training of the carabineers. For that, OHCHR will develop the human rights curricula on specific topics and will provide the educational materials for the on-line training of carabineers troops.

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

The Consultant will work under the direct supervision of the Human Rights Adviser, in close collaboration with the National Human Rights Officers. He/she will also work closely with the General Inspectorate of Carabineers in developing the human rights training curricula and educational materials.

Under the present Terms of Reference, the Consultant will:

- a. Analyse the existing educational program that is being used by the General Inspectorate of Carabineers in the initial and continuous training of the carabineers and assess the extent to which human rights have been and can be mainstreamed in the existing educational programme;
- b. Develop a specific human rights educational curricula for the carabineers on the following topics:
  - International standards on ethical and legal police conduct;
  - Right not to be subjected to torture, or other cruel, inhuman or degrading treatment or punishment;
  - Equality and non-discrimination;
  - Right to freedom of peaceful assembly and association, and right to freedom of expression;
  - International standards on the use of force and right to freedom from arbitrary arrest;
  - Rights of Women, including protection from gender-based violence.
- c. Develop the concept including agenda, methodology, frequency etc of in-person training for all thematic areas, and an on-line training for two thematic areas of trainings for carabineers;
- d. Develop the set of educational materials for the in-person and on-line trainings of the carabineers' troops.

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

Nr.	Deliverables expected	Expected Workload (workdays)	Indicative Timeframe
1.	Methodology for human rights mainstreaming in the educational curricula of the carabinieri's troops developed.	3	September 2020
2.	<p>In-person educational curricula for the carabinieri on all and on-line educational curricula for two of the following topics developed:</p> <ul style="list-style-type: none"> <li>- International standards on ethical and legal police conduct;</li> <li>- Right not to be subjected to torture, or other cruel, inhuman or degrading treatment or punishment;</li> <li>- Equality and non-discrimination;</li> <li>- Right to freedom of peaceful assembly and association, and right to freedom of expression;</li> <li>- International standards on the use of force and right to freedom from arbitrary arrest;</li> <li>- Rights of Women, including protection from gender-based violence.</li> </ul> <p>This should include the development of manuals on each topic including international and national standards, cases studies, exercises and more.</p>	18	October 2020
3.	The concept of the in-person and on-line training including agenda, methodology, frequency etc on human rights for carabinieri developed.	5	October 2020

4.	The set of educational materials for the in-person and on-line training of the carabinieri's troops developed.	2	November 2020
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The payments under these Terms of Reference will be made upon successful certification of all deliverables, based on the submitted time – sheet and activity report.

### **Competencies**

- Proven commitment to the core values of the United Nations, in particular, respect for 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 her/his decisions.

### **Job Knowledge/ In-depth knowledge of the subject-matter**

- Excellent knowledge of the human rights and the national legislation of relevance to the present assignment;
- Sound knowledge of the structure and way of work of the Carabinieri Troops especially in the context of their reform;
- Good knowledge of potential in-person and on-line tools to provide respective trainings;

### **Development and Operational Effectiveness**

- Excellent communications and teamwork skills;
- Strong organizational skills;
- Ability to engage with various partners and stakeholders at different levels;
- Ability to adapt flexibly to changing situations, overcomes obstacles and recovers quickly from set-backs;
- Proactive in seeking new and improved methods and systems for accomplishing the work of the unit;
- Ability to keep abreast of new developments in area of professional discipline and job knowledge and seeking to develop himself/herself professionally.

### **Required Skills and Experience**

#### **Education:**

- University degree in law, social or political science or related field;

- Post-graduation education/courses in law would be considered an advantage.

**Experience:**

- At least 5 years of professional experience in human rights and law enforcement;
- At least 2 years of experience in providing human rights training programmes.

**Language Requirements:**

- Fluency in Romanian;
- Knowledge of one or more relevant minority languages, including Bulgarian, Ukrainian or Romani, as well as sign language(s), will be a strong advantage.

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 be given priority in case of equal qualification. OHCHR is committed to reasonably accommodate the working environment for the persons with disabilities.

**Documents to be included in the proposal**

Interested persons should submit the following documents:

1. Personal CV, including experience in similar assignments and contact details of at least 3 reference persons;
2. Financial proposal (lump sum and fee per day in USD, including local transportation, communication and other relevant costs).
3. A methodological note explaining the approach to the tasks to be accomplished;