



## INDIVIDUAL CONSULTANT PROCUREMENT NOTICE

Date: 18 July 2013

**Country:** Republic of Moldova

**Description of the assignment:** National Consultant on capacity building of national stakeholders in the implementation of the UNCRPD

**Project name:** Joint UNCT for Human Rights Protection and Promotion in the Republic of Moldova

**Period of assignment/services:** August 2013 – June 2014, 11 months (up to 240 working days)

Proposals should be submitted online by pressing the "Apply Now", no later than 31 July 2013.

Requests for **clarification only** must be sent by standard electronic communication to the following e-mail: [evghenii.golosceapov@undp.org](mailto:evghenii.golosceapov@undp.org). UNDP will respond by standard electronic mail and will send written copies of the response, including an explanation of the query without identifying the source of inquiry, to all applicants.

### 1. BACKGROUND

In Moldova, out of a total population of 3,559,541<sup>i</sup> there are more than 176,000 persons with disabilities.<sup>ii</sup> Despite the fact that within the last ten years the total number of population has decreased by 2%,<sup>iii</sup> the total number of persons with disabilities has increased by 20%.<sup>iv</sup> Mental and intellectual disabilities are among the leading areas of disability, occupying first five of ten positions. In 2010, approximately 60,000 persons were under psychiatric supervision. Of the total number of persons with disabilities in the country annual appreciation rate of primary disability is about 9%.<sup>v</sup> Research indicates that persons with mental or intellectual disabilities constitute people who are vulnerable to exploitation, violence and abuse and other losses of human rights. During its first Universal Periodic Review (October 2011), Moldova committed to continue efforts to combat discrimination on grounds of disability. Also, the Government has committed to take active measures and remove legal and practical obstacles that prevent or limit the persons with mental or intellectual disabilities to fully exercise fundamental human rights on equal basis with others, as recommended by the Committee on the Economic, Social and Cultural Rights (E/C.12/MDA/2).

#### Challenges

Primary factors underlying the social exclusion of persons with mental and intellectual disabilities include: inadequate national legal and policy framework contravening to the international standards of human rights, legislation permitting incapacitation on grounds of mental and intellectual disabilities in particular; social and attitudinal barriers to the exercise of human rights of persons with disabilities, in particular manifested unwillingness of the persons to make society more accessible for persons facing mental and

intellectual disabilities; lack of support mechanisms for an independent and autonomous life in the community, which results into high occurrence of institutionalization and deprivation of liberty, often for long periods of time; systematic exclusion from mainstream education of children with mental or intellectual disabilities; lack of access to effective remedies for persons with mental or intellectual disabilities; weak or non-existent oversight and monitoring mechanisms for UN Convention on the Rights of Persons with Disabilities (CRPD) implementation; and non-existence of adequate peer support mechanisms and networks of (ex)users of psychiatry. Particular categories of disabled persons, including women, minorities and LGBT, may face multiple discrimination or exclusion.

### Opportunities

The programme intends to build on and take advantage of the current achievements of the Republic of Moldova in advancing respect for the fundamental human rights and namely, through ratification of the CRPD in September 2010; strong political will to bring domestic law, policies and practices into line with international standards in the field of human rights of persons with disabilities, in particular as a result of ambitions for European integration; constructive dialogue between national authorities, broader engagement of civil society, social partners and representative organizations of persons with disabilities in addressing issues related to the rights of persons with disabilities.

### On-going work the programme aims to build on

As a result *inter alia* of support from the UN family, in 2010, the Republic of Moldova ratified the Convention on the Rights of Persons with Disabilities. Subsequent to ratification, UN agencies have worked extensively on supporting the effective implementation of the Convention, including: the Parliament adoption of the Law on the Social Inclusion of Persons with Disabilities in late 2011. In November 2011, three ministries (Health; Justice; Labour, Social Protection and Family) initiated a Working Group to amend the Civil Code and provide supported decision-making according to CRPD Article 12 requirements. Also in 2012, the Government agreed to decentralize psychiatric care and move to support in communities (Article 19), and this commitment is included in the national mental health program. The Government launched in September 2011 the national programme of inclusive education targeting at educating all children together in general schools eliminating discrimination on grounds of disability. In 2012, the Government adopted a comprehensive Law on Ensuring Equality, *inter alia* for the first time establishing a requirement under domestic law of reasonable accommodation for persons with disabilities; the UN is currently endeavouring to assist establishment of an Equality Council established under the Law. There is evident Government commitment to implement in practice all the activities supported by UN in this project, creating a governmental action plan, resulting in adoption of legislation and policy documents by pillars in this submitted application. UNCT Moldova has also played a key facilitating role in bringing together civil society organizations first to support CRPD ratification, and now to examine options for the establishment of the CRPD Article 33(2) mechanism.

## **2. SCOPE OF WORK, RESPONSIBILITIES AND DESCRIPTION OF THE PROPOSED ANALYTICAL WORK**

The activity of the National Consultant will consist in providing expertise, technical assistance, guidance and day-to-day transfer of knowledge to the Ministry of Labour Social Protection and Family (MLSPPF) staff in order to elaborate and implement meaningful actions in the effort to implement the CRPD requirements into national laws, policy documents and practices.

In order to achieve objectives the contractor shall:

- Technical support to the Ministry of Labour Social Protection and Family in the elaboration of a national adult de-institutionalization action plan and its further implementation;
- Support and offer expertise in the implementation of the Action Plan and CRPD related policies;

- Ensure that policies in mainstream social protection have coordinated disability specific actions to ensure non-discrimination, inclusion and de facto equality in the exercise of human rights of persons with disabilities.

For detailed information, please refer to Annex 1 – Terms of Reference.

### **3. REQUIREMENTS FOR EXPERIENCE AND QUALIFICATIONS**

#### **I. Academic Qualifications:**

- Master's degree in Law, Education, Social Sciences or any other relevant field.

#### **II. Years and sphere of experience:**

- Minimum 5 years of experience in the sphere of the rights of persons with disabilities;
- Profound knowledge of the UNCRPD;
- Deep knowledge and understanding of the national governance framework both at central and local level;
- Knowledge of the national institutional and policy frameworks related to persons with disabilities;
- Experience in working with civil society, particularly with organisations working in the field of disability rights;
- Knowledge of international human rights standards and international recommendations for the Moldovan Government on the rights of persons with disabilities;
- Experience in drafting policy frameworks.

#### **III. Competencies:**

- Good PC skills, ability to use the Internet;
- Fluency in Romanian and Russian. Knowledge of English is an advantage;
- Working knowledge of one or more additional languages relevant for Moldova, including Bulgarian, Gagauzian, Romani, Ukrainian or sign language is an asset.

National consultant should adhere to the core values of the United Nations; in particular, he/she should be respectful of differences of culture, gender, religion, ethnicity, nationality, language, age, HIV status, disability, and sexual orientation, or other status. National consultant should be responsible, creative, flexible and punctual, as well as to have excellent communication and teamwork skills.

The UNDP Moldova is committed to workforce diversity. Women, persons with disabilities, Roma and other ethnic or religious minorities, persons living with HIV, as well as refugees and other non-citizens legally entitled to work in the Republic of Moldova, are particularly encouraged to apply.

### **4. DOCUMENTS TO BE INCLUDED WHEN SUBMITTING THE PROPOSALS**

Interested individual consultants must submit the following documents/information to demonstrate their qualifications:

1. Proposal:
  - (i) Explaining why they are the most suitable for the work;
2. Financial proposal;
3. Personal CV including past experience in similar projects and at least 3 references.

### **5. FINANCIAL PROPOSAL**

The financial proposal shall specify a total **lump sum** amount, and payment terms around specific and measurable (qualitative and quantitative) deliverables (i.e. whether payments fall in installments or upon completion of the entire contract). Payments are based upon output, i.e. upon delivery of the services specified in the TOR.

In order to assist the requesting unit in the comparison of financial proposals, the financial proposal will include a breakdown of this lump sum amount (including fees and taxes, and number of anticipated working days).

### **Travel**

All envisaged travel costs must be included in the financial proposal. This includes all travel to join duty station/repatriation travel. In general, UNDP should not accept travel costs exceeding those of an economy class ticket. Should the IC wish to travel on a higher class he/she should do so using their own resources.

In the case of unforeseeable travel, payment of travel costs including tickets, lodging and terminal expenses should be agreed upon, between the respective business unit and individual consultants, prior to travel and will be reimbursed.

No travel costs are envisaged under this assignment.

## **6. EVALUATION**

Initially, individual consultants will be short-listed based on the following minimum qualification criteria:

- Master's degree in Law, Education, Social Sciences or any other relevant field;
- Minimum 5 years of experience in the sphere of the rights of persons with disabilities.

The short-listed individual consultants will be further evaluated based on the following methodology:

A two-stage procedure will be used in evaluating the candidates:

1. Technical evaluation (max 300 points) – 60%;
2. Financial evaluation (max 200 points) – 40%.

Technical evaluation will be based on a thorough desk review of applications.

Only candidates obtaining a minimum of 70% score of the technical evaluation (at least 210 points) would be considered for the Financial Evaluation.

The award of the contract shall be made to the individual consultant whose offer has been evaluated and determined as:

- a) responsive/compliant/acceptable, and
- b) having received the highest score out of a pre-determined set of weighted technical and financial criteria specific to the solicitation.

Criteria	Scoring	Maximum Points Obtainable
<b><u>Technical</u></b>		
Master's degree in Law, Education, Social Sciences or any other relevant field	(Master – 20 pts, PhD – 40 pts.)	40
Minimum 5 years of experience in the sphere of the rights of persons with disabilities.	(5 years – up to 20 pts, > 5 years – up to 40 pts.)	40
Profound knowledge of the UNCRPD	(no – 0, to some extent – up to 20 pts., yes – up to 40 pts.)	40
Deep knowledge and understanding of the national governance framework both at central and local level	(no – 0, to some extent – up to 15 pts., yes – up to 30 pts.)	30

Knowledge of the national institutional and policy frameworks related to persons with disabilities	(no – 0, to some extent – up to 15 pts., yes – up to 30 pts.)	30
Experience in working with civil society, particularly with organisations working in the field of disability rights	(no – 0, to some extent – up to 10 pts., yes – up to 20 pts.)	20
Knowledge of international human rights standards and international recommendations for the Moldovan Government on the rights of persons with disabilities	(no – 0, to some extent – up to 15 pts., yes – up to 30 pts.)	30
Experience in drafting policy frameworks	(no – 0, to some extent – up to 15 pts., yes – up to 30 pts.)	30
Good PC skills, ability to use the Internet	(no – 0, yes – 10 pts.)	10
Fluency in Romanian, Russian, English and other languages relevant for Moldova	(Romanian and Russian – 10 pts. each, English – 5 pts., other languages relevant for Moldova – 5 pts.)	30
<b>Maximum Total Technical Scoring</b>		<b>300</b>
<b><u>Financial</u></b>		
Evaluation of submitted financial offers will be done based on the following formula: <b><math>S = F_{min} / F * 200</math></b> S – score received on financial evaluation; Fmin – the lowest financial offer out of all the submitted offers qualified over the technical evaluation round; F – financial offer under consideration.		<b>200</b>

#### Winning candidate

The winning candidate will be the candidate, who has accumulated the highest aggregated score (technical scoring + financial scoring).

#### **ANNEXES:**

##### **ANNEX 1 – TERMS OF REFERENCES (TOR)**

##### **ANNEX 2 – INDIVIDUAL CONSULTANT GENERAL TERMS AND CONDITIONS**

<sup>i</sup><http://statbank.statistica.md/pxweb/Dialog/view.asp?ma=POP0102&ti=Populatia+stabila%2C+la+inceputul+anului+dupa+Ani%2C+Virste%2C+Medii+si+Sexe&path=../quicktables/RO/02%20POP/POP01/&lang=1>

<sup>ii</sup> <http://www.cnas.md/libview.php?l=ro&idc=244&id=1730>

<sup>iii</sup><http://statbank.statistica.md/pxweb/Dialog/view.asp?ma=POP0102&ti=Populatia+stabila%2C+la+inceputul+anului+dupa+Ani%2C+Virste%2C+Medii+si+Sexe&path=../quicktables/RO/02%20POP/POP01/&lang=1>

<sup>iv</sup> <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=336276>

<sup>v</sup> <http://www.cnms.md>