



TERMS OF REFERENCE

Job Title:	National Consultant on Human Rights Training and Awareness raising in Transnistrian region of the Republic of Moldova
Hiring Unit	UN Human Rights Office (OHCHR) via UNDP Moldova
Contract type:	Individual Contract
Duration of assignment:	1 October 2019 – 31 July 2020 (up to 200 working days), with the possibility of extension
Deadline for applications:	1 September 2019

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 National Human Rights Coordinator, 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 Integrating human rights in sustainable development; (iii) Enhancing civic space and people's participation.

Starting from 2019 UN OHCHR Moldova jointly with other UN entities will be implementing the Programme One UN Joint Action "Cross-river support to Human Rights" (2019 -2021)¹.

Under the guidance and direct supervision of the National Human Rights Coordinator and in close collaboration with the Programme's Thematic Area Coordinator, the consultant will contribute to the development of the training and human rights awareness raising materials for the Programme. He/she will also contribute to the organization of the event on human rights training and awareness raising and will deliver expertise in the abovementioned thematic fields.

¹ Henceforth "the Programme"

Scope of Work, Duties and Responsibilities

The National Consultant, under these Terms of Reference, works under the guidance and supervision of the National Human Rights Coordinator. The national consultant works in close collaboration with Programme's Thematic Area Coordinator and OHCHR/UN staff, project partners, organisations and underrepresented groups. He/she will also work as well with other stakeholders for the effective achievement of results, anticipating and resolving complex program-related issues and information delivery.

Under present Terms of Reference, the National Consultant will:

- Develop the concept of the human rights capacity building of underrepresented groups in the Transnistrian region of the Republic of Moldova;
- Undertake human rights capacity building needs assessment of various types of beneficiaries (NGOs, individuals belonging to various underrepresented groups);
- Develop the package of training material for the beneficiaries on the left bank of Nistru river;
- Develop the programme of activities on human rights capacity building of NGOs and persons belonging to underrepresented groups;
- Coordinate with the partners organizations and the agencies jointly implementing the Programme the training and awareness raising activities;
- Deliver expertise and advice in developing the awareness rising and promotional materials aiming at contributing to the awareness rising on human rights in the region;
- Contribute to human rights mainstreaming into the institutional capacity building activities undertaken within the programme by other implementing agencies;
- Deliver the trainings and info sessions on human rights to various NGOs and other beneficiaries in accordance with the results of the needs assessment.

This assignment envisages extensive amount of time to be spent in the Transnistrian region of the Republic of Moldova, and first-hand knowledge of the regional context and environment. Related local travel expenses should be included in the submitted financial proposal.

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

Nr.	Activity undertaken	Deliverables expected	Expected Workload (workdays)	Indicative Timeframe
1	Develop the concept of the human rights capacity building of underrepresented groups in the Transnistrian region of the Republic of Moldova;	Concept note on the human rights training in the	35	October 2019

		Transnistrian region		
2	Undertake human rights capacity building needs assessment of various types of beneficiaries (NGOs, individuals belonging to various underrepresented groups)	1. Needs assessment methodology developed; 2. Report on the needs in terms of capacity building of the various groups developed	35	October – November 2019
3	Develop the package of training material for the beneficiaries on the left bank of Nistru river	1. Training curricula for each of the specific group developed; 2. Learning materials systematized	35	December 2019
4	Coordinate with the partners organizations and the agencies jointly implementing the Programme the training and awareness raising activities;	1. Inputs provided during the meetings attended	25	October 2019 – April 2020
4	Deliver expertise and advice in developing the awareness rising and promotional materials aiming at contributing to the awareness rising on human rights in the region	Inputs to the human rights awareness rising agenda delivered	20	October 2019 – July 2020
6	Contribute to human rights mainstreaming into the institutional capacity building activities undertaken within the programme by other implementing agencies;	Sessions during the trainings on institutional capacity building developed and delivered	20	November 2019 - July 2020
7	Deliver the trainings and info sessions on human rights to various NGOs and other beneficiaries in accordance with		30	February – May 2020

	the results of the needs assessment.			
	TOTAL		200	

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 upon successful certification of deliverables, based on the submitted time-sheet and periodic reports.

Required Skills and Experience

Education:

- University degree in social science, law, human rights or other relevant discipline;
- Post-graduation education/courses in human rights would be considered an advantage.

Experience:

- At least 3 years of professional experience in organising capacity building, community mobilisation and/or awareness raising activities for community groups.
- Previous experience of work on UDHR, ICCPR, ICESCR, CRPD, CEDAW, ECHR and other related international human rights standards would be considered an advantage;
- Previous experience in working in Transnistrian region of the Republic of Moldova on human rights and empowerment of vulnerable groups, would be considered a strong advantage;
- Previous experience of working with NGOs, decision-makers- at the regional and local levels in the Transnistrian region of the Republic of Moldova would be considered a strong advantage.

Language Requirements:

- Fluency in oral and written Russian; working knowledge of English language; working knowledge of Romanian language would be considered an advantage;
- 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 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. Cover Letter, explaining why they are the most suitable candidate for the work;
3. A methodological note explaining the approach to the tasks to be accomplished;
2. Financial proposal (fee per day in USD, including local transportation, communication and other relevant costs);
4. Personal CV, including past experience in similar assignments and contact details of at least 3 reference persons;
5. Offeror's Letter confirming Interest and Availability.

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.