



## **TERMS OF REFERENCE**

- Job Title:** Consultant to facilitate the drafting of the Human Rights Framework on the left bank of Nistru River
- Hiring Unit** UN Human Rights Office (OHCHR), One UN Joint Action “Cross-river support to Human Rights” (2019 -2022)
- Contract type:** Individual Contract
- Duration of assignment:** November 2020 – June 2021 (up to 28 working days)

### **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.

Starting from 2019 UN OHCHR Moldova jointly with other UN entities is implementing the One UN Joint Action “Cross-river support to Human Rights” (2019 -2022)<sup>1</sup>. Under one of the project outputs, it is envisaged to support the implementation of the recommendations of the UN human rights expert Thomas Hammarberg as well as UN human rights mechanisms and to facilitate an alignment of local frameworks and practices with international human rights standards, including by facilitation the drafting of a human rights framework. The human rights framework will focus on the implementation of the recommendations made by Thomas Hammarberg in 2013 and 2019 as well as recommendations received from UN human rights mechanisms (including from UN treaty bodies,

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<sup>1</sup> Henceforth “the Programme”

Special Procedures and the Universal Periodic Review) that relate specifically to the region and are within the responsibility of the respective duty bearers.

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

Under the direct supervision of the Programme’s Thematic Area Coordinator, under close overall guidance and supervision of the Human Rights Adviser, the consultant will facilitate the drafting of the Human Rights Framework in the Transnistria region of the Republic of Moldova.

Under the present Terms of Reference, the Consultant will:

- a. Cluster by thematic areas the recommendations of Thomas Hammarberg (2013 and 2019) and of UN human rights mechanisms (including from UN treaty bodies, Special Procedures and the Universal Periodic Review) with regard to the Transnistria region and present the results of the clustering exercise;
- b. Facilitate the meetings of thematic sub-working groups and public consultations (which will consist of representatives of duty bearers and civil society) in the conduct of a prioritisation exercise, and develop a first draft of the Human Rights Framework for the various thematic areas;
- c. Deliver expertise and advice on integrating human rights, human rights-based approach and gender mainstreaming in developing the Human Rights Framework in thematic areas with special attention to different underrepresented groups;
- d. Coordinate with CSOs and representatives of the Platform for Sustainable Community Development and other existing platforms their participation and proposals to drafting the Human Rights Framework for the various thematic areas.

This assignment envisages an extensive amount of time to be spent in the Transnistria region of the Republic of Moldova, and first-hand knowledge of the regional human rights context and environment.

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

<b>Nr.</b>	<b>Deliverables expected</b>	<b>Expected Workload</b> (workdays)	<b>Indicative Timeframe</b>
1	Cluster analysis by thematic areas of the recommendations of Thomas Hammarberg (2013 and 2019) and of UN human rights mechanisms (including from UN treaty bodies, Special Procedures and the Universal Periodic Review) with regard to Transnistria region is developed	6	November 2020
2.	Meetings of thematic sub-working groups and public consultations (which will consist of representatives of duty bearers and civil society) to conduct a prioritisation exercise,	6	November 2020 -March 2021

	and to develop a first draft of the Human Rights Framework for the various thematic areas are conducted		
3.	Expertise and advice on integrating human rights, human rights-based approach and gender mainstreaming in developing the Human Rights Framework with a special attention to different underrepresented groups is delivered	6	November 2020 - May 2021
4.	Coordination with CSOs and representatives of the Platform for Sustainable Community Development and other existing platforms regarding their participation is ensured and proposals to drafting the Human Rights Framework for the various thematic areas are developed and agreed with CSOs and OHCHR.	10	November 2020 - June 2021
	TOTAL:	28 days	

The payments under these Terms of Reference will be made upon successful certification of deliverables, based on the submitted timesheet and progress 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.

### **Development and Operational Effectiveness**

- Excellent communication and teamworking skills;
- Strong organizational skills;
- Ability and willingness to deploy to the field, sometimes on short notice, for various types of missions;
- Ability to engage with various partners and stakeholders at different levels;
- Proven performance in organizing and coordinating events or challenging inter-organizational activities;
- Ability to adapt flexibly to changing situations, overcomes obstacles and recovers quickly from setbacks;
- Proactive in seeking new and improved methods and systems for accomplishing the work of the unit;

- Ability to keep abreast of new developments in the area of professional discipline and job knowledge and seeking to develop himself/herself professionally.

### **Required Skills and Experience**

#### **Academic Qualifications:**

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

#### **Experience and job knowledge:**

- At least 5 years of professional experience in the field of human rights, policy drafting and working with underrepresented groups;
- Excellent knowledge of international human rights standards;
- Advanced knowledge of human rights recommendations issued by international experts and UN human rights mechanisms with particular focus on the Transnistria region;
- Experience in drafting policy documents including in the area of human rights;
- Previous experience of working in the Transnistria 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 regional and local levels in the Transnistria region of the Republic of Moldova would be considered a strong advantage;
- Good writing skills, ability to present information logically, clearly and concisely;

#### **Language Requirements:**

- Fluency in oral and written Russian; working knowledge of English and 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), would be considered 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.

Travel and other costs: The consultant is expected to conduct 10 travels to Tiraspol. All envisaged travel and communications costs must be included in the financial proposal under a separate line. Meeting costs will be covered by OHCHR.

### **Documents to be included in the proposal**

Interested persons should submit the following documents (in Russian or English language):

1. Cover Letter, explaining why they are the most suitable candidate for the work;
2. A methodological note explaining the approach to the tasks to be accomplished;
3. 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.*