



## TERMS OF REFERENCE

<b>Job Title:</b>	Consultant to conduct an assessment and to develop recommendations for CRPD compliant regulatory framework on the left bank of Nistru River
<b>Hiring Unit</b>	UN Human Rights Office (OHCHR), One UN Joint Action "Cross-river support to Human Rights" (2019 -2022)
<b>Contract type:</b>	Individual Contract
<b>Duration of assignment:</b>	April – December 2021 (up to 30 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 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 process of developing regional regulatory framework in compliance with the Convention on the Rights of Persons with Disabilities (CRPD). It is planned to conduct a preliminary assessment on social services for people with disabilities against international standard to advance interventions in three main directions: a) regulatory framework in the field of deinstitutionalization of persons with disabilities; b) disability determination system; c) regulatory framework in the field of employment of persons with disabilities. The results of the assessment will serve as a basis for amending the regulatory framework and will be used in the advocacy efforts by CSOs to further promote the community-based services concept in the region.

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<sup>1</sup> Henceforth "the Programme"

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

Under the direct supervision of the Programme's Thematic Area Coordinator and close overall guidance and supervision of the Human Rights Adviser, the consultant will conduct an assessment and develop a set of recommendations for a CRPD compliant regulatory framework in three particular areas (regulatory framework in the field of deinstitutionalization of persons with disabilities; disability determination system; regulatory framework in the field of employment of persons with disabilities) on the left bank of Nistru River.

Under the present Terms of Reference, the Consultant will:

- a. Perform a desk review of available documents (primary and secondary normative documents) relevant for three particular areas (regulatory framework in the field of deinstitutionalization of persons with disabilities; disability determination system; regulatory framework in the field of employment of persons with disabilities);
- b. Perform data collection, including interviews, meetings with relevant CSOs working with people with disabilities and other stakeholders acting in the field, and conduct an interim validation of the findings;
- c. Conduct a data analysis and develop an assessment report with key findings, recommendations, including on proposed normative and institutional changes, based on all sources of information used;
- d. Present and validate the findings from the assessment report during a multi-stakeholder meeting, including persons with disabilities, CSOs working with people with disabilities, organisations of persons with disabilities, representatives of relevant institutions, activists and other stakeholders;
- e. Develop, upon agreement with OHCHR, at least 2 recommendations of the assessment into concrete advocacy actions in partnership with CSOs and activists working with and for persons with disabilities on the left bank.

This assignment envisages work and travel in the Transnistria region of the Republic of Moldova, with transportation arrangements being covered by the Programme.

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

<b>Nr.</b>	<b>Deliverables expected</b>	<b>Expected Workload (workdays)</b>	<b>Indicative Timeframe</b>
1	A desk review of available documents relevant for three particular areas (primary and secondary normative documents) is performed	7	April - May 2021
2.	Data collection, including interviews, meetings with relevant CSOs working with people with disabilities and other stakeholders acting in the field are conducted, and interim validation of the findings is performed	6	May 2021
3.	Data analysis is delivered and the assessment report with key findings, recommendations, including on proposed normative and institutional changes, based on all sources of information is drafted	10	June 2021

4.	Findings from the assessment report are presented and validated during a multi-stakeholder meeting, which includes persons with disabilities, CSOs working with people with disabilities, organisations of persons with disabilities, representatives of relevant institutions, activists and other stakeholders	2	July 2021
5	At 2 recommendations of the assessment are developed into concrete advocacy actions in partnership with CSOs and activists working with and for persons with disabilities on the left bank.	5	August – September 2021
	TOTAL:	30 days	

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 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.

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

- Excellent knowledge of international human rights standards and specifically related to the Convention on the Rights of Persons with Disabilities;
- Advanced exposure to issues related to the social inclusion of persons with disabilities;
- Good knowledge of human rights recommendations issued by international experts and UN human rights mechanisms with particular focus on persons with disabilities in the Transnistria region and first-hand knowledge of the regional context and environment;
- Experience in engaging with CSOs of the left bank of Nistru River.

#### **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 skills:**

- At least 5 years of professional experience in in the field of human rights, policy drafting and working with underrepresented groups;
- At least 4 years of professional experience of working in the context of international human rights standards of persons with disabilities;
- Previous experience of work 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 work with NGOs, decision-makers at regional and local levels would be considered a strong advantage.

#### **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.

#### **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.*