



## **TERMS OF REFERENCE**

<b>Job Title:</b>	Consultant to support the capacity building and participation of persons with disabilities in decision making processes, including through setting up of multi-stakeholder consultative mechanism
<b>Hiring Unit</b>	UN Human Rights Office (OHCHR)
<b>Contract type:</b>	Individual Contract
<b>Duration of assignment:</b>	June 2022 – December 2023 (up to 180 days)
<b>Deadline for applications:</b>	17 June 2022

### **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 approach, 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.

In the period 2022 – 2023 the HRA presence in Moldova jointly with UNDP and UNICEF will be implementing the project "Paradigm Shift to Disability Inclusive Services, Accountability and Governance in Moldova" (2022 - 2023), funded by the UN Partnership on the Rights of Persons with Disabilities (UNPRPD). The project will address three major barriers to inclusion of persons with disabilities in Moldova: (i) predominant medical approach to disability assessment and determination, (ii) limited accountability and governance mechanisms for CRPD implementation and (iii) limited mainstreaming of rights of persons with disabilities in the national programmes, development programmes, budgets and monitoring processes. As part of the program, it is planned to be

established formal multi-stakeholder and cross-sectoral consultative mechanism to support legislative policy and systems changes and engage persons with disabilities, including children and women with disabilities and their representative organizations, in harmonization of implementation framework on disability determination, data collection and access to assistive devices and technologies with CRPD standards. Additionally, capacity building and mobilization of Organizations of Persons with Disabilities (OPDs) to participate in decision making process and implement small scale projects at local level is foreseen.

Under the direct supervision of the Human Rights Officer, in close collaboration with the National Human Rights Officer managing the project, the incumbent will conduct a scoping study to identify best options for setting up the multi-stakeholder consultative mechanism to support legislative policy and systems changes on disability determination, data collection and access to assistive devices compliant to CRPD. The existing framework on transparency in the decision-making process will be reviewed from the perspective of inclusion and will propose solutions for setting up multi-stakeholder coordination mechanism established to support legislative policy and systems changes, including on disability determination, data collection and access to assistive devices compliant to CRPD developed. Capacity building and mobilization of OPDs and CSOs in the field will be conducted.

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

The Consultant works under the direct supervision of the Human Rights Officer, in close cooperation with the Human Rights Officer managing the project, and overall guidance of the Human Rights Adviser. He/she will also work closely with staff of the National Agency for Social Assistance and Temporary Placement Centers for Persons with Disabilities for the effective achievement of expected results.

Under the present Terms of Reference, the Consultant will:

- conduct a scoping study to identify best options for setting up the multi-stakeholder consultative mechanism to support legislative policy and systems changes on disability determination, data collection and access to assistive devices compliant to CRPD.
- support the development of a regulation and establishment/adaptation of a multi-stakeholder coordination mechanism, to support legislative policy and systems changes, including on disability determination, data collection and access to assistive devices compliant to CRPD.
- Ensure capacity building, mobilization and support to the OPDs and CSOs to participate in the design and piloting of guidelines for the transition from the medical to human rights based approach to disability determination in three pilot regions and other decision making processes field.

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>
8.	Scoping study to identify best options for setting up the multi-stakeholder consultative mechanism to support legislative policy and systems changes conducted	40 days	September 2022
9.	Regulation on the establishment and functioning of the multi-stakeholder coordination mechanism on CRPD implementation developed in strong consultation and engagement with OPDs	40 days	November 2022
10.	Support in the capacity building of OPDs and organization of the meetings of the mechanism provided, including 3 consultations of the new methodology for disability determination and disability disaggregated data developed by UNDP and UNICEF	80 days	November 2023
11.	Regular planning and consultation meetings with the OHCHR staff and partners conducted and participated in. Other tasks based on the needs.	20 days	November 2023

The payments under these Terms of Reference will be made in two instalment, 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;
- Displayed cultural, gender, religion, race, nationality and age sensitivity and adaptability;
- Accepted 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, rights of persons with disabilities and provisions of the Convention on the Rights of Persons with Disabilities;
- Experience in developing and providing capacity building programs and mobilization of CSOs and OPDs to participate in decision making process;

- Expertise in the implementation of the CRPD and adaptation of the national regulatory framework based on the provisions of the Convention.
- Advanced knowledge of the national legal framework in the field of rights of persons with disabilities, participation in decision making process, etc.

#### **Development and Operational Effectiveness:**

- Excellent communications and teamwork skills;
- Strong organizational skills;
- Ability and willingness to deploy to the field for 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 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 social science, law, human rights or other relevant discipline;
- Post-graduation education/courses in human rights would be considered an advantage.

##### **Experience:**

- At least 7 years of professional experience at the national level in human rights work, social assistance work, sociology, as well as experience in promoting the rights of persons with the state authorities;
- Previous experience in promoting the development CRPD compliant regulatory frameworks and promote their implementation with the state authorities;
- Experience in developing and providing capacity building and mobilization programs for CSOs and OPDs, including from local level.

##### **Language Requirements:**

- Fluency in Romanian language;
- Fluency in Russian would be an asset;
- 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. A methodological note explaining the approach to the tasks to be accomplished;
3. Financial proposal (lump sum and fee per day in USD, including local transportation, communication and other relevant costs);
4. 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.*