

TERMS OF REFERENCE

Job Title:	Consultant to develop the study on human rights situation of Roma, including refugees, on both banks of Nistru river
Hiring Unit	UN Human Rights Office (OHCHR)
Contract type:	Individual Contract
Duration of assignment:	October – December 2022 (up to 46 working days)
Deadline for applications:	2 October 2022

Background

The UN Human Rights Office in Moldova (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 Resident Coordinator's 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.

One of the activities planned by OHCHR for 2022 is to conduct a study to analyse the current human rights situation of Roma, including of Roma refugees on both banks of Nistru river and underlying causes that limit access to their human rights, taking into consideration all the emerging crises (COVID-19 pandemic, energy, humanitarian and refugee crises, as well as inflation). In order to ensure that triangulation of data, qualitative and quantitative research methods and tools will be applied, such as: a) desk review of international human rights standards and recommendations, national policies and decisions with human rights impact on the situation of Roma on both banks of Nistru river; interviews with Roma on both banks of Nistru river, including Roma refugees; focus group discussions with Roma, as well as in depth interviews with experts on the human rights of Roma.

Thus, OHCHR is seeking to recruit a consultant, who will develop the study, in close

cooperation and consultation with the OHCHR team and the sociological company¹ that will be selected for this purpose.

In order to support the analysis with relevant data, it is essential to have the perception of the Roma population on their access to their fundamental rights and underlying causes that limit their human rights. For this purpose, a consultant to develop the study on human rights situation of Roma, including refugees, on both banks of Nistru river, who will work closely with a sociological company in conducting the study is needed.

Scope of Work, Duties and Responsibilities

The Consultant will work under the direct supervision of the Human Rights Adviser, in close collaboration and consultation with the Human Rights Officer and Thematic Area Coordinator to develop the analysis on human rights situation of Roma, including refugees, on both banks of Nistru river.

Under the present Terms of Reference, the Consultant will:

- a. Conduct a desk review on human rights situation of Roma, including refugees, on both banks of Nistru river, including analysis of underlying causes that limit access to human rights of Roma;
- b. Support the sociological company in the development of the survey questionnaire to collect data on the perceptions of the Roma population in relation to their human rights situation, including refugees, on both banks of Nistru river. Also support the sociological company in the development of an interview guide and in the conduct of around focus group discussions on both banks of Nistru river (with local Roma and refugees)²;
- c. Analyse and systemize the data obtained from the survey and focus group discussions in collaboration with the company selected to conduct the survey;
- d. Develop the interview guide and conduct in-depth expert interviews with up to 10 experts in the field of human rights of Roma, Roma leaders as well as other relevant stakeholders on both banks of Nistru river.
- e. Draft the analysis/report on the human rights situation of Roma, including refugees, on both banks of Nistru river, that will also include recommendations on addressing the causes that limit their access to human rights in all analyzed areas;
- f. Support the consultations on the draft report with state institutions, civil society organisations and other relevant stakeholders.
- g. Finalize the report based on inputs and recommendations from the consultations.

¹ The sociological company will develop the qualitative and quantitative research tools (questionnaires for interviews, focus group discussion) and sampling; will collect data; will develop tables and graphs based on the results of the survey and will work closely and provide guidance to the OHCHR human rights consultant on the interpretation/analysis of the survey data

² The number of focus groups will be established together with the sociological company. Separate focus groups will be conducted on right and left bank of Nistru river, with local Roma, as well as with Roma refugees accommodated in the households and accommodated in the Refugee Accommodation Centers

The consultant will also work closely with the sociological company, who will also provide guidance to consultant on the analysis of the quantitative and qualitative data³ and preparation of the final report.

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

Nr.	Deliverables expected	Expected Workload (workdays)	Indicative Timeframe
1.	Final study methodology delivered, after a series of consultations with the OHCHR team and the sociological company	2 days	October 17, 2022
2.	Desk review on the human rights situation of Roma, including refugees, on both banks of Nistru river and underlying causes that limit their access to human rights is conducted	9 days	October 31, 2022
3.	Survey questionnaire for the assessment of the perceptions of Roma population on both bank on their human rights situation on both banks developed jointly with the sociological company. Analysis of the data received from the survey is undertaken.	6 days	November, 2022
4.	Focus group discussions interview guide developed and around 5 focus group discussions conducted together with the selected sociological company.	8 days	November, 2022
5.	Expert interview guide developed and around 10 in-depth interviews conducted	7 days	November 2022
6.	Study report is developed and consultations on the report with state institutions and CSOs are supported. Comments and suggestions from the consultations are incorporated into the final version of the report.	14 days	December 15, 2022

³ Resulted from the survey, focus group discussions and in-depth expert interviews

The payments under these Terms of Reference will be made upon successful certification of all deliverables, 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;
- 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 the human rights, including economic social and cultural rights, non-discrimination, and equality in the Moldovan context;
- Sound knowledge of human rights situation of Roma, including Roma refugees;
- Good knowledge of data sources in Moldova proper and in the Transnistrian region;
- Knowledge of operational social and human rights context in the Transnistrian region is considered as an asset;
- Advanced knowledge of the national legal framework;

Development and Operational Effectiveness

- Excellent communications and teamwork skills;
- Strong organizational skills;
- Ability to engage with various partners and stakeholders at different levels;
- 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 law, social or political science or related field;
- Post-graduation education/courses in law, social or political sciences would be considered an advantage.

Experience:

- At least 3 years of professional experience in human rights with a focus on groups vulnerable to discrimination, especially Roma;
- Experience of at least 2 years of working in analysing and promoting the human rights of Roma;
- Experience of at least 3 years in conducting human rights analysis and research, including in Transnistrian region.

Language Requirements:

- Fluency in Romanian and Russian languages. Knowledge of English is an asset;
- Knowledge of one or more relevant minority languages, in particular Romani or Ukrainian, 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. Financial proposal (lump sum and fee per day in USD, including local transportation, communication and other relevant costs);
3. A methodological note explaining the approach to the tasks to be accomplished;