

TERMS OF REFERENCE

Job Title:	Consultant on human rights of minorities
Hiring Unit	UN Human Rights Office (OHCHR)
Contract type:	Individual Contract
Duration of assignment:	October 2022 – 31 December 2023 (up to 200 working days)
Deadline for applications:	30 September 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.

Thus, OHCHR is seeking to recruit a consultant, who will provide OHCHR with thematic expertise in the field of minority rights, make a genuine contribution to the advancement of minority rights, inform OHCHR's minority programming, as well as on matters of law, policy and/or practice affecting minorities.

For this purpose, a consultant to work on human rights of ethnic, linguistic and religious minorities, including refugees belonging to minorities, on both banks of Nistru river is sought. The consultant will work under the direct supervision of the Human Rights Adviser and in close collaboration and consultation with the Human Rights Officers and Thematic Area Coordinator.

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 Officers and Thematic Area Coordinator on human rights of minorities, including refugees, on both banks of Nistru river.

Under the present Terms of Reference, the Consultant will:

1. Contribute to undertaking research, awareness raising, advocacy, monitoring, reporting and other activities regarding the impact of different emerging crisis, including energy crisis and associated socio-economic disruptions, as well refugee crisis led by the war in Ukraine, on minorities, the existence of promising practices as well as to provide guidance on key actions to address the impact of the crisis on minority communities.
2. Support the implementation of the mandate and programme of work of OHCHR, its diverse work streams regarding minorities.
3. Support relevant ongoing activities of OHCHR, including by reaching out to minority CSOs, including youth and women, and supporting them in capacity building activities and raising their awareness on human rights standards pertaining to minorities.
4. Contribute to substantive and technical work on minority inclusion in regard to the OHCHR work on human rights in the context of the crisis.
5. Support the advancement of OHCHR understanding and engagement in the field of minority issues, as well as related discrimination and equality matters.
6. Support and/or initiate and coordinate substantive and administrative arrangements for webinars, workshops or meetings regarding minority rights.
7. Engage in social media platforms on issues of concern as per agreed policy and under the guidance and communications policy of the OHCHR.
8. As needed and relevant provide support for translation of relevant documents into languages of relevance for minority communities.
9. In the framework of mid-term and final reporting, as well as on an as-needed basis, advise OHCHR on matters of law, policy and fact of relevance to minorities.
10. Undertake any other task as requested and with agreement of the supervisor

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

Nr.	Deliverables expected	Expected Workload (workdays)	Indicative Timeframe
1.	Provide substantial contribution to undertaking research on human rights situation of Roma, including refugees, on both banks of Nistru river, including extensive consultations and presentation of the research	15 days	October-December 2022
2.	Contribute to organizing at least 3 awareness raising campaigns on both banks on promoting human rights, prevention of discrimination,	20 days	January-December 2023

	inclusive dialogue and meaningful participation, including minorities		
3.	Provide expertise and support to development and conducting of at least 4 capacity building programmes for state actors and CSOs on human rights, non-discrimination, and the rights of minorities	18 days	October 2022 – December 2023
4.	Provide substantial expertise and support to organizing for at least 3 media capacity building activities on human rights and non-discrimination, including minority issues, hate speech	10 days	October 2022-December 2023
5.	Provide support in conducting capacity building programmes and awareness raising activities for Roma community mediators on both banks of Nistru river	10 days	January – December 2023
6.	Provide support in facilitating and monitoring the work of Roma community mediators in the Transnistrian region in ensuring access of the Roma community to their human rights	10 days	January – December 2023
7.	Provide support to development and conducting of at least 4 awareness raising activities for state actors, CSOs and other stakeholders (i.e. schools, UN information Center) on human rights, non-discrimination and the rights of minorities	25 days	November 2022-December 2023
8.	Substantial support for thematic UN results groups, working groups and task forces provided	20 days	October 2022 - December 2023
9.	Provide substantial expertise and support to conducting Human Rights Media Academy on both banks of Nistru river	10 days	January – December 2023
10.	Provide expertise and contribute to the work of expert multistakeholder Working Group on implementation of	10 days	November 2022-December 2023

	the Programme of support for Roma 2022-2025		
11.	Support the drafting process of state policy documents in the area of ethno-linguistic minorities and in mainstreaming minority rights in the policy development (i.e. new framework in the field of human rights)	15 days	October 2022-December 2023
12.	Provide expertise and support in facilitating participation, monitoring, consultation, and advocacy efforts of CSOs for the purpose of assessing the State's progress of implementation of recommendations of UN HR mechanisms and review under TB monitoring cycles concerning minority issues	12 days	January – December 2023
13.	Provide expertise in informing OHCHR's and UNCTs programming on minority issues	10 days	October 2022-December 2023
14.	Contribute to monitoring and providing expertise on the matters of laws, policies and/or practices affecting minorities	10 days	October 2022-December 2023
15.	Contribute to developing of OHCHR reports on persons belonging to national or ethnic, religious and linguistic minorities	5 days	October 2022-December 2023

The payments under these Terms of Reference will be made upon successful certification of all deliverables, based on the submitted 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 minorities, including Roma and Roma refugees;
- Good knowledge of data sources in Moldova proper and in the Transnistrian region;
- Knowledge of the 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 4 years of professional experience in human rights with a focus on groups vulnerable to discrimination, in particular minorities, including Roma;
- Experience of at least 3 years of working in analysing and promoting the human rights of minorities;
- Proven experience of work with international organizations is a strong asset;
- Experience of at least 3 years in policy development, conducting human rights analysis and research, including in the area of minority rights.

Language Requirements:

- Good command of oral and written Romanian, Russian and English;
- Knowledge of one or more additional languages relevant for Moldova, including Bulgarian, Gagauz, Romani, Ukrainian or sign language is an asset.

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).

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 under-represented groups are particularly encouraged to apply.