

TERMS OF REFERENCE

National Consultant to conduct Final Evaluation of the Joint Action to Strengthen Human Rights in the Transnistrian Region of the Republic of Moldova

Job title:	One National Consultant to conduct Final Evaluation of the Joint Action to Strengthen Human Rights in the Transnistrian Region of the Republic of Moldova
Contract type:	Individual Contract (IC)
Duty Station:	Home based. Moldova
Languages required:	English
Contract duration:	July - October 2018
Starting date:	As soon as possible
Expected Workload:	42 working days

Job Content

I.BACKGROUND AND CONTEXT

Joint Action to Strengthen Human Rights in the Transnistrian Region of the Republic of Moldova is grounded in the United Nations human rights-based norms and standards and pursues strengthening of the effective exercise of human rights by people residing in the Transnistrian region through fostering improvement of the regulatory and institutional frameworks in the area of disability, gender based violence and HIV, PWIDs and people in prisons.

The action is funded by Government of Sweden and is being implemented during June 2016-June 2018 through the UN Multi-Donor Trust Fund, being framed around three inter-linked components (rights of persons with disabilities, women in vulnerable situations, and HIV/AIDS) which are led by Office of the High Commissioner for Human Rights, UNDP, and UNAIDS. These components have been identified following a series of visits paid by UN professionals in various field in Transnistria and discussion with key stakeholders and region's de-facto authorities. The proposed three components are also based on the comparative advantages of respective UN agencies, as a result of normative and operational capacities, ready-to-go expertise available as a result of competencies of UNCT Moldova. In addition, the identified components are selected outside any political process, consistent with the mandates of UNDP, OHCHR and UNAIDS. They are aiming to advance Moldova's progress towards the achievement of Sustainable Development Goals 16 (Peace, Justice and Strong Institutions), 5 (Gender Equality), and 3 (Good Health and Well-being).

The programme is implemented through the following components:

Component 1: Non-discrimination and social inclusion of children and adult persons with disabilities:

The entire action on the rights of persons with disabilities in the Transnistrian region is implemented in the framework of a broader OHCHR program on promotion of human rights in the Transnistrian region, which is expected to be co-funded by other donors (e.g. European Union).

OHCHR leads a coordination platform of development partners on the rights of persons with disabilities in the Transnistrian region to maximize synergy and combined effect of joint actions. As mentioned above, the major interventions will be:

- *Empowerment of the rights-holders* – persons with disabilities, their groups and organizations – by their internal capacity development, building relations and partnerships with other organizations and authorities in the region, but also with similar type of organizations across the Nistru-river;
- *Capacitation of the duty-bearers* – de facto authorities – activities to make them understand, internalize and apply the rights-based understanding of disabilities by developing compliant normative and institutional framework;
- *Support in development and piloting of Convention-compliant community services* and facilities for persons with disabilities;
- *Awareness raising among broader range of opinion and decision-makers and wider society* about the rights-based concept of disabilities.

The five main outputs the project aims to achieve are as follows:

- 1) Organizations of persons with disabilities (women and men with disabilities) empowered to take action in protection and advancement of non-discrimination and their fundamental human rights as per the international standards;
- 2) *De facto* authorities of central and local level, ombudsperson's office, other specialized *de facto* authorities and institutions trained and capacitated on international standards with regard to rights of persons with disabilities;
- 3) *De facto* normative framework reviewed and adjusted – to the furthest possible extent – in line with the international standards with regard to rights of persons with disabilities (as amendments to *de facto* laws, regulations and/or as executive order, operational guides, etc);
- 4) Convention-compliant community services developed and piloted to provide a successful model to be multiplied and scaled-up at the next stages;
- 5) Raised awareness among broader range of opinion and decision-makers (*de facto* MPs, local authorities, media, etc) and wider society about the rights-based concept of disability.

Component 2: Enhancing gender equality and combating violence against women:

- 2.1. Provide support in the establishment, institutionalization and functioning of a more **complex social reintegration/rehabilitation service**, including the establishment of a shelter for the victims of violence and human trafficking and two regional hubs
- 2.2. Strengthen the **capacity of key service delivery partners** to promote and protect women's rights to life free from violence and those of the victims of the human trafficking
- 2.3. Contribute to a **sustainable reintegration/empowerment of vulnerable women**, including victims of domestic violence on the labour market, through the regional hubs.
- 2.4. **Raise public awareness** to support prevention and disclosure of DV and HT instances.

Component 3 /Improving prevention, treatment and care services for PLHIV, PWIDs and people in prisons): Ensure universal access to quality and integrated prevention, treatment and care services for people living with HIV, people who inject drugs and people in prisons on both banks, with the focus of the Transnistrian region

- 3.1. Increase access to a comprehensive package of services for PWIDs, including drug dependency in community
- 3.2. Improve comprehensive package of service for people living with HIV and people who inject drugs in prisons through addressing normative framework, political commitment of prisons and health authorities
- 3.3. Support implementation of international standards, pursuing human rights and gender mainstreaming into HIV normative framework
- 3.4. Increase the access of the most at risk HIV populations to HIV Testing and Counselling through building capacities of NGOs and strengthening the dialogue between NGOs, health, and LEAs on both banks of Nistru river

3.5. Establish a sustainable dialogue with law enforcement authorities with regards to a communitarian policing approach in working with most at risk populations, such as PLWHIV and PWIDs and ensure referral services from police to harm reduction programmes

Raise public awareness to combat HIV and drug dependency related stigma and discrimination.

Component 4 (cross-cutting): Platform for Human Rights - Coordination and Monitoring

Under this component the establishment of coordination and monitoring platforms is envisaged so that there is a better chance that implementation will be successful and sustainable. UN implementing agencies shall actively engage with and co-opt participation of civil society organisations to encourage human rights advocates and emergent initiative groups to lead in promoting human rights oriented reforms.

4.1. Coordinate effectively all the regional stakeholders in the process of implementing the present project and in advancement of Thomas Hammarberg's recommendations;

4.2. Coordinate the efforts of the development partners in advancement of Thomas Hammarberg's recommendations.

This Component has a cross-cutting nature contributing to successful achievement of substantial objectives and targets under the above three Components.

II. EVALUATION PURPOSE

As the project ends in June 2018, the purpose of this evaluation is to learn from the experience of the Joint Action to Strengthen Human Rights in the Transnistrian Region of the Republic of Moldova, with a forward-looking approach. The Evaluation is expected to clarify underlying factors affecting the situation, highlight unintended consequences (positive and negative) and better design UN-supported interventions at the next stage. The Country Offices of involved UN agencies accordingly plan to make use of the exercise as a learning opportunity not only for the offices but also for key partners and stakeholders, as inclusively and as practically possible.

The purpose of the Evaluation is twofold:

- 1) ***review the progress made by the Joint Action to Strengthen Human Rights in the Transnistrian Region of the Republic of Moldova*** in fulfilling its agreed outcome and outputs through the planned activities. **Assess how successful the HRBA was applied and the efficiency and effectiveness** with which resources have been used to generate results and achieve project objectives with special emphasis **on impact and sustainability**.
- 2) Develop **recommendations** for the expansion of the project interventions beyond 2018, which UN Moldova can offer as support for the strengthening of the effective exercise of human rights by people residing in the Transnistrian region of the Republic of Moldova.

III. EVALUATION SCOPE AND OBJECTIVES

The **overall objectives** of the evaluation are the following:

1. Provide an objective assessment of the progress towards the achievement of the project objectives and outcomes as specified in the Project Document and the impact produced so far under the area of intervention.
2. Generate lessons from experiences in the project respective interventions to inform current and future programming at the country level, especially in the context of Moldova progress towards the achievement of Sustainable Development Goals 16 (Peace, Justice and Strong Institutions), 10 (Reduced Inequality), 5 (Gender Equality), and 3 (Good Health and Well-being).

3. Provide clear and forward-looking recommendations to suggest effective and realistic strategies by UNCT.

UN agencies involved in the implementation will make use of the exercise as a learning opportunity for their country offices and key partners and stakeholders, as inclusively and practically possible. The findings and recommendations generated by the evaluation should inform the implementation and targeting of activities planned for the next stage of the project development.

The scope of the evaluation should incorporate the following **categories of analysis**:

- **Relevance**: the degree to which the purpose of the Joint Action to Strengthen Human Rights in the Transnistrian Region of the Republic of Moldova remains valid and pertinent.
- **Efficiency**: the productivity of the implementation process - how good and how cost efficient the process of transforming inputs into outputs and outcomes was.
- **Effectiveness**: a measure of the extent to which the Joint Action to Strengthen Human Rights in the Transnistrian Region of the Republic of Moldova has contributed to achieve its results through an effective use of their resources.
- **Capacity development**: as a key to **development effectiveness**, the achievement of the SDGs and sustainable local development.
- **Sustainability** – to what extent are the Joint Action to Strengthen Human Rights in the Transnistrian Region of the Republic of Moldova results sustainable, i.e. rights-holders are empowered to claim their rights, taking into consideration the existing capacity, structures and political context in the country.

IV. METHODOLOGY

The evaluation will be conducted in accordance with the principles outlined in the 'UNDP Handbook on Monitoring and Evaluating for Results' and 'Integrated Human Rights and Gender Equality in Evaluations'.

During the evaluation, the consultants are expected to apply the following approaches for data collection and analysis:

- Desk review of relevant documents (project documents progress reports -midterm/final, donor-specific, etc.);
- Discussions with the Senior Management and programme staff of implementing UN agencies;
- Briefing and debriefing sessions with UNDP, UNAIDS, OHCHR, Sweden Embassy and the Government, as well as with other donors and partners
- Interviews with partners and stakeholders (including gathering the information on what the partners have achieved and what strategies they have used)
- Field visits to selected project sites and discussions with project teams, project beneficiaries.

The consultants are particularly encouraged to use participatory methods to ensure that all stakeholders are consulted as part of the evaluation process. They should take measures to ensure data quality, reliability and validity of data collection tools and methods and their responsiveness to gender equality and human rights.

V. DELIVERABLES AND TENTATIVE TIMEFRAME

It is expected that the evaluation will be conducted during the period 20 July–15 October 2018.

Timeframe and deliverables:

Tasks	Deliverables	Indicative timeline
Produce inputs to methodology and work plan (3 days)	Evaluation Methodology; Work plan	23 July
Background materials collected and analysed. (7 days)	Evaluation outline	31 July
Conduct Field visits and meetings with relevant parties (10 days)	Summary key findings presented to UN Agencies	23 July – 4 August
draft the Evaluation Report provided (11 days)	Draft evaluation report	By 16 August
Presentation of the final evaluation report (2 days)	Presentation (possible On line)	By 30 August
Finalization of the Evaluation Report provided (9 days)	Final evaluation report; Relevant knowledge products	By 15 October
Total estimated number of working days – 38 days		

VI. EVALUATION TEAM COMPOSITION AND RESPONSIBILITIES

Members of the evaluation mission must not have been associated with the project's formulation, implementation or monitoring. It is proposed that the evaluation team to be composed of one

The National Consultant will be expected to conduct:

- Collection of background materials;
- Develop the methodology, work plan and Evaluation report outlines;
- Desk review of materials;
- Develop the mission agenda
- Participate in debriefings with UN agencies representatives;
- Arranging field visits and interview local stakeholders at project sites;
- Elaborate a summary matrix of the project implementation key findings based on interviews and site visits performed;
- Participate in briefings with UN agencies and project implementing partners;
- Develop the first draft of the Evaluation report;
- Finalize the Final Evaluation Report through incorporating suggestions received.

The evaluation will be fully independent and the evaluation team will retain enough flexibility to determine the best approach in collecting and analyzing data for the evaluation.

H. EVALUATION'S ETHICS

Evaluations in UN agencies are conducted in accordance with the principles outlined in the United Nations Evaluation Group (UNEG) "Ethical Guidelines for Evaluation". The Evaluation team will take every measure to safeguard the rights and confidentiality of key information providers in the collection of data.

VII. REQUIRED QUALIFICATIONS AND COMPETENCIES

The National Consultant must possess the following qualifications:

- University degree in Management, Human rights, Development Studies and/or other relevant fields;

- At least 5 years of professional experience/technical knowledge in providing management or consultancy services in post conflict development, local development, participatory planning for sustainable development, including participatory monitoring and evaluation;
- At least 3 years of experience in conducting evaluation of projects in the human rights field;
- Professional experience with Transnistria region will represent a strong advantage
- Experience in managing, monitoring and evaluating projects for UN or other international development agencies in the region will be an asset;
- Fluent in English and Romanian both written and spoken. Knowledge of Russian is an advantage

VIII. REFERENCE MATERIALS

The following documents should be studied by the evaluators:

1. UNDP Handbook on Monitoring and Evaluating for Results
2. Ethical Guidelines for Evaluation.
3. United Nations Development Assistance Framework (UNDAF) for Moldova (2018-2022)
4. Joint Action to Strengthen Human Rights in the Transnistrian Region of the Republic of Moldova Project Document (Description of Action) and relevant progress reports
5. Code of Conduct for Evaluation, the UNDP evaluation policy and Norms for Evaluation in the UN System
6. Reports on Human Rights in the Transnistrian Region of the Republic of Moldova by Thomas Hammarberg

Background documentation is available on <http://md.one.un.org>.