



Terms of Reference
International Consultant to analyze the Census Data on Disability in alignment with Washington Group on Disability Statistics recommendations

Revised as of 20th July 2017

Job Title:	International Consultant to analyze the Census Data on Disability in alignment with Washington Group on Disability Statistics recommendations
Duration of assignment:	September - December 2017 (25 working days, out of which 15 days in Moldova and 10 days home based)
Duty station:	2 Missions to Chisinau, Republic of Moldova (September – December 2017)
Beneficiary:	National Bureau of Statistics of the Republic of Moldova (NBS)
Funded by:	UNFPA, United Nations Population Fund, Swiss Agency for Development and Cooperation (SDC) and the Office of the High Commissioner for Human Rights (OHCHR)
Reference to Project:	MDA02713: Census Data on People with Disabilities

I. Background

On 31 March 2017, National Bureau of Statistics of Moldova released the main census results, which refer to the population size, sex, ethnicity, language, religion, structure of the households and the living conditions. This was possible due to UNFPA and SDC support throughout the entire census process. Other data are being analyzed and then disseminated. These data may be disaggregated by multiple criteria, and provide the opportunity to gauge the situation in Moldova, including the situation of vulnerable groups, like people with disabilities.

People with disabilities remain one of the most discriminated against category of Moldovan population.¹ In the following years, Moldova will undergo a series of important reforms related to rights of people with disabilities. One of the most important is the reform of the disability determination system. The reform is intended to be the materialization of the shift of paradigm in what concerns the rights of people with disabilities from the medical approach to the social approach.

The Ministry of Labor, Social Protection and Family has already embarked on the process of changing the concept of disability determination system. It is expected that the reform will start in 2018. Therefore, the improvement of availability of the disaggregated data on persons with disabilities in Republic of Moldova will contribute to a more efficient and impactful system, which will cover inclusively from an intersectional perspective people with disabilities belonging to the vulnerable groups such as women, children, Roma, elderly. The disaggregation will also bring light to the types of disabilities and will clarify how many people are having medical issues and how many are indeed people with disabilities from the perspective of the paradigm shift brought by the Convention on rights of persons with disabilities.

Any reform should aim at satisfying the needs of its beneficiaries with a particular accent on the most vulnerable belonging to the respective group. Therefore, the intersectional approach to disability must be taken into account when it comes to reforming the disability determination system. Still, as the Government owns only data on the

¹ According to the Study on Equality Perceptions and Attitudes in the Republic of Moldova, available at: http://md.one.un.org/content/dam/unct/moldova/docs/pub/ENG-Studiu%20Perceptii%202015_FINAL_2016_Imprimat.pdf

medically certified disability, it is not likely that the reform will satisfy the needs of those most vulnerable and the future reformed policies.

During 2014 Population and Housing Census, the data on people with disability were collected using a version of the scale proposed by the Washington Group on Disability Statistics. However, the National Bureau of Statistics doesn't have the methodological capacity to process, analyze and interpret these data. Thus, the international consultant should assist NBS in this.

II. Justification

The Government holds data on the general number of people with disabilities based on the number of people holding disability certificates, but has little knowledge about the real number of persons living with disabilities without having a disability certificate². The collection of disaggregated data on disability was one of the most important issues addressed by the Committee on rights of people with disabilities during the review of Republic of Moldova in 2017.³ Disaggregated data was also one of the many recommendations received by Republic of Moldova during the UPR process in 2016.⁴

Necessary data on disability were already collected with the 2014 Population and Housing Census, using the scales provided by the Washington Group on Disability Statistics. Thus, the disaggregated data of the 2014 Population and Housing Census in the Republic of Moldova offers the opportunity to study in depth the condition of this vulnerable population of Moldova, as well, including access to education, employment, housing conditions etc. Analyzing these data and making them available to the public, however, requires an additional effort of the National Bureau of Statistics, because, first, it requires the use of special methodologies, and second, this is the first experience of National Bureau of Statistics to collect these data and, three, Washington Group's data collection recommendations contravene to the current practice of classifying disability in Moldova. Thus, National Bureau of Statistics requires external assistance to validate and analyze data related to people with Disabilities based on data collected in PHC2014. A first step would be the development of a data analysis methodology for the 2014 PHC Disability data, which will tackle both the data particularities, and look at these from a human rights perspective, following, as well, the guidance of the UN Washington Group on Disability Statistics⁵ on designing and interpreting the Disabilities data, which is in line with the World Health Organization, UN and Eurostat recommendations. Then the data are to be analyzed, and a report exposing the situation of people with disabilities produced.

Generation of disaggregated data will contribute to the elaboration and implementation of evidence-based policies and monitoring of existing policies, which could effectively address the situation of people with disabilities especially those having two or more vulnerabilities.

III. Purpose

UNFPA and OHCHR is looking for an International Consultant who jointly with the National Consultant will improve the capacities of the National Bureau of Statistics in developing and applying the methodology for analyzing the data on disability from the 2014 PHC.

IV. Objectives

In order to achieve the expected results, the following Objectives are to be accomplished:

- Develop and implement the methodology for cleaning, validating (data integrity, robustness, missing value) and analyzing the 2014 PHC data on Disability, in alignment with Washington Group on Disability Statistics, UN and EU recommendations;
- Elaborate an analytical report presenting the situation of people with Disability in Moldova based on the analysis and interpretation of the 2014 PHC;
- Inform the policy makers, civil society and academia on the Situation of people with disability in Moldova.

² http://www.ohchr.org/EN/HRBodies/HRC/RegularSessions/Session31/Documents/A_HRC_31_62_Add.2_E.docx

³ http://tbinternet.ohchr.org/_layouts/treatybodyexternal/TBSearch.aspx?Lang=en&TreatyID=4&DocTypeID=5

⁴ <https://documents-dds-ny.un.org/doc/UNDOC/GEN/G11/173/94/PDF/G1117394.pdf?OpenElement>

⁵ <http://www.washingtongroup-disability.com/>

V. Process and Methodology

The consultant will undertake three missions to the Republic of Moldova and will work with a National Consultant on Disability, who will have the main role in providing support in analyzing census data on disability and facilitating interaction with the Peer-Review Group on Disability Data. The following steps shall be followed.

FIRST MISSION: Edit, Clean and Validate the Data 2014 PHC data on disability

During the mission, the expert first will inspect the available data on Disability. Afterwards, the expert will clean the data in order to correct the errors, eliminate the inconsistencies and deal with missing values, using automatic procedure that the expert will develop for this purpose. Then the expert will develop and implement the methodology and start the data validation (data integrity, robustness, missing value, etc.) in order to prepare the data for further analysis.

To ensure the high quality of this process which will impact not only the current policies, but also the future reforms, the consultant will follow the Washington Group on Disability Data recommendations, as well as the UN and EU recommendations to clean and evaluate the data on disability collected within 2014 PHC, assess their quality and relevance through the lenses of the international practices and recommendations, and develop the necessary guidelines to further process and analyze the data.

After finalizing the data validation process, the expert will analyze the cleaned data on disability from the 2014 Population and Housing Census and jointly with the National Consultant on Disability will prepare a draft analytical report presenting and interpreting the data on Disability as collected in the 2014 PHC.

During the same mission, the consultant will present his/her vision, the methodology at a Peer-review group on Disability Data in Moldova, which will enlist people with disabilities. Thus NBS will follow the human rights principle “Nothing about us without us”, which implies the active involvement of people with disabilities in all processes that affect them, which in this case are the data analysis methodology and the analytical report creation and its future use. The peer-review group may also include civic society and governmental representatives. The International Consultant will have the responsibility to develop the analytical report based on the census data on disability, with support of the National Consultant.

SECOND MISSION: Analysis of the data on disability and finalizing the report on disability in Moldova based on 2014 PHC

During the second mission the expert will consult the draft analytical report with the NBS and UNFPA, and make the final necessary adjustments before it is ready to be made public.

During this mission the expert will finalize the report and validate it with **Peer-Review Group on Disability Data in Moldova**, in order to present the situation in Moldova of people with disabilities, taking in consideration various disaggregation and correlations, to showcase practices for working with data on disability and to facilitate the review of “the normative standards and methodologies currently used for disability determination, with a view to abolishing the current system of disability classification.”⁶

The launching of the report may involve OHCHR, the Ministry of Health, Ministry of Social Protection and other relevant governmental institutions officials, as well as journalists, researchers, and civic organizations. The findings from the report will be disseminated using infographics and a video-graphic, which will reflect the most important findings in an appealing way, and will be communicated using NBS, OHCHR, and UNFPA Facebook pages, and other sources – the expert may be asked for inputs on these products.

Finally, in an **Workshop**, the expert will develop the skills of the NBS staff to analyze and interpret data on disability in the context of the 2014 Population and Housing Census, and prepare the NBS staff to work with data in the context of

⁶ http://www.ohchr.org/EN/HRBodies/HRC/RegularSessions/Session31/Documents/A_HRC_31_62_Add.2_E.docx

the 2020 Population and Housing Census Round, as well as future recommended indicators of the Ministry of Labor, Social Protection and Family of Moldova. The international consultant will conduct a workshop for the NBS personnel, which will focus on defining and operationalizing the concept of disability for research purposes, designing the necessary methodology, applying advanced statistical techniques to processing the collected data, and interpreting the data on disability in the context of the 2020 Global Census Round. Based on this workshop, the NBS will develop its capacity to collect, analyze and interpret the data on disabilities according to international standards.

VI. Monitoring and progress control, including reporting requirements, periodicity, format and deadline

At the end of the mission, the international consultant will present a report, which will include details on each deliverable according to the point IX of this ToR.

VII. Expected travel

The Consultant will undertake three missions in the Republic of Moldova in the period of September – December 2017. **The dates of the missions are flexible.** Exact dates will be decided in consultation with NBS. UNFPA will pay international travel, terminals and DSA as per UNFPA regulations.

VIII. Supervisory arrangements:

International Consultant will work with the UNFPA Project Officer, under overall coordination of the UNFPA Programme Analyst on Population & Development and Gender. In addition, Consultant will work with staff of the National Bureau of Statistics and a National Consultant on Disability from the Office of the High Commissioner for Human Rights for achieving objectives of this ToR. The National Bureau of Statistics will nominate technical staff who will work closely with the international consultant.

IX. Deliverables and time frame

The activities under the present assignment are expected to be conducting during July – December 2017. The activities will be implemented and the deliverables will be presented according to the following timetable:

Tasks / Deliverables	No. of w. d.
<p>First mission (September 2017, exact dates would be agreed with the consultant):</p> <ul style="list-style-type: none"> • Developed methodology for validating and analysing the 2014 PHC data on Disability. • Inspected, Cleaned and validated the data on Disability from the 2014 Population and Housing Census in alignment with recommendations of the Washington Group on Disability Statistics. • Draft analytical report presenting the situation of people with Disability in Moldova based on the analysis and interpretation of the 2014 PHC elaborated. 	15
<p>Second mission (November – December 2017, exact dates would be agreed with the consultant):</p> <ul style="list-style-type: none"> • Finalized analytical report presenting the situation of people with Disability in Moldova based on the analysis and interpretation of the 2014 PHC • The methodology and the report presented at the Peer-Review Group on Disability Data in Moldova and launched in a public conference. • Workshop for NBS on Disability Data delivered 	10
<p>Total number of working days:</p>	25

All deliverables will be presented to UNFPA, OHCHR and to NBS in English.

X. Schedule of payment

Payment will be done based on working days. The fee per working day will be established based on the requirements included in ToR and years of experience of selected consultant in alignment with UNFPA policies. The payment will be made after provision of the requested deliverables at the end of each mission upon certification by UNFPA.

XI. Requirements for Experience and Qualifications

Academic Requirements:

- Master's degree in human rights, statistics, demography, sociology, social sciences, or other relevant area required.

Experience:

- Hands-on experience in statistical analysis of Disability data according to Washington Group on Disability Statistics, UN and EU recommendations. (25 p)
- At least 10 years of experience in analyzing and interpreting data on disability from large surveys / censuses (25 p)
- Experience elaborating complex analytical reports especially based on disability data (20 p)
- Experience in technical capacity building or training is considered an asset. (10 p)
- Experience with statistical organizations/offices will be an advantage. (5 p)

Languages:

- Proficiency in English is required. Knowledge of Romanian or Russian is an advantage.

Computer skills:

- Proficiency in the use of statistical software (eg Stata, SPSS, R, CSPro etc) required (15 p.)

Please note that the selected consultant will be asked to submit a series of documents (health statement, certification of health insurance; passport, vendor form, security certificates etc.) before starting their assignment.