

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANTS AND CONTRACTORS

Title	Funding Code	Type of engagement	Duty Station:
Roma Expert		<input checked="" type="checkbox"/> Consultant <input type="checkbox"/>	Athens, Greece and Home-based

Purpose of Activity/Assignment:

UNICEF Country Office in Greece is seeking to recruit a Roma Expert, who, in collaboration with the relevant sections, will provide technical guidance for all programming and policy advisory services of the GCO in relation to Roma populations in Greece.

Scope of Work:

The Roma are one of Europe's largest and most disadvantaged minority groups. While some have escaped from poverty, millions live in slums and lack the basic services they need, from healthcare and education to electricity and clean water. Discrimination against Roma communities is commonplace, fueling their exclusion. Far from spurring support for their social inclusion, their poverty and poor living conditions often reinforce the stereotyped views of the public and affect policy-making. And far from receiving the support that is their right, Roma children face discrimination that denies them the essentials for a safe, healthy and educated childhood.

There is a general absence of adequate information on Roma populations in Greece relating to topics key to the rights of the child, including education, health and nutrition, and living conditions, resulting to Roma children being particularly vulnerable as they too often remain out of sight of Greek authorities. Roma settlements are often isolated and with poor sanitation and hygiene conditions, and Roma communities face multiple and inter-related segregation, educational deprivation, forced evictions and systemic discrimination, leading to poverty and exclusion.

Only a small percentage of Roma children in Greece complete primary, secondary and tertiary education, with Greece routinely ranking particularly poorly among European countries with Roma populations. Access to school and school attendance face several barriers, such as isolated settlement with no access to public transport, preventing school access and decreasing school attendance, cultural norms on education, and systemic segregation in schools. Only 69% of Roma children were attending compulsory education in 2016 while discrimination and segregation issues remain; 20% of Roma felt being discriminated because of being Roma when in contact with school as parent or student in the past 5 years while half (48%) of Roma children of age between 6 and 15 attend classes in schools in which either all pupils or most of them are Roma.

The Government of Greece has made steps to address the needs of this marginalized population through the Action Plan for the Social Integration of the Roma population (2017-2021). The current Action Plan is focused on key areas of education, employment, healthcare and housing in geographical areas where there are concentrated numbers of the Roma population. However, policies initiated and implemented tend to be generic and fail to adequately distinguish between the large socio-economic differences present, and the diversity in the education level of the targeted populations.

In 2019, the EU adopted a resolution on a Strategic Framework for National Roma Inclusion Strategies. This has been followed by the development of a survey in 2020, led by the European Union Agency for Fundamental Rights, to collect and compare data in eight EU member states (and two accession countries). The survey will collect information about Roma socio-economic conditions and their experiences of discrimination, harassment and violence, including those motivated by racism, and serve as a baseline for the post-2020 inclusion agenda, with results expected in mid-2021. More recently, the European Commission adopted a EU Roma strategic framework for equality, inclusion and participation 2020-2030, a new 10-year plan, including a proposal for a Council Recommendation, to support Roma in the EU, for the next 10 years. With this framework in place, all EU governments should now start (or continue) to develop strong national Roma strategic frameworks.

Work Assignment Overview		
Tasks/Milestone:	Deliverables/Outputs:	Estimated number of working days
Provide technical support to the Ministry of Labor and Social Affairs (Office of the Cabinet of the Secretary General for Social Solidarity and Fight Against Poverty) and other stakeholders as relevant, including representatives of Roma communities and members of Roma task forces, on the design and monitoring of effective interventions for Roma children, in line with the National Strategy for Roma inclusion 2021-2030.	<ul style="list-style-type: none"> • Reports (x2 reports) on: bilateral meetings with concerned stakeholders, participation in task forces and working groups. • Provision of policy and programming recommendations (x 2 reports on meetings, feedback on material/reports). • Capacity-building (x2 sessions) for the Task Force and/or pro-Roma agencies (approx.. 20 participants), for the implementation and monitoring of the National Strategy, including training sessions, consultations, and presentations. 	<ul style="list-style-type: none"> • 10 days • 10 days • 10 days
Update analysis of socio-economic indicators for multidimensional poverty and inclusion of Roma population in Greece in comparison with other EU countries hosting Roma populations, including overall regional trends, country-specific overview of trends and comparisons of main indicators.	<ul style="list-style-type: none"> • Updated analysis report of socio-economic indicators for multidimensional poverty and inclusion of Roma population in Greece in comparison with other EU countries hosting Roma populations, drawing from recent evidence generated through diverse sources (FRA etc.), including main findings from the ENVIROM and HEALER projects. 	<ul style="list-style-type: none"> • 10 days
Support the design and provide capacity building for pilot interventions in Roma communities, in partnership with women's and youth associations, to promote participation and empowerment of Roma women and youth.	<ul style="list-style-type: none"> • Design (x 2 concept notes) of capacity building activities (focus groups, training, counselling and coaching) to Roma-led and pro-Roma actors providing support to Roma women and girls to become active agents of behavioral change in their communities on selected themes in relation to educational attainment, and risk factors affecting access to schooling (early marriage and pregnancy, gender norms, child labor). 	<ul style="list-style-type: none"> • 10 days
Adapt methodologies, tools and material on Child Rights Education for Roma communities in close coordination with the Institute for Educational Policy, Ministry of Education and Religious Affairs; and support teachers'/ school leaders' capacity building in the use of appropriate inclusive approaches and practices, including tools for the acknowledgment and use of their linguistic backgrounds.	<ul style="list-style-type: none"> • Toolkits, guides and educational material (x 1 tool/guide/curricula) developed by UNICEF worldwide, tailored to be used in the Greek context in order to support the access of Roma children to formal schooling. 	<ul style="list-style-type: none"> • 5 days

<p>Support UNICEF in Greece, especially the Programme and Communications teams, on strategies for Roma inclusion and to ensure cultural adaptability of initiatives, including in the area of family and child health and GBV, targeting Roma communities.</p>	<ul style="list-style-type: none"> • Inputs and technical advice for discussions, presentations; and for publications, policy briefs, reports (x 3 outputs); • Inputs and technical advice for communication related outputs, incl. website stories (x1), social media posts (x 2) on Roma inclusion and its impact (or lack thereof) on Roma children; • Carry out the cultural adaptation of training and sensitization material (drafting, comments and feedback provided on material and on interventions' design) for the promotion of adolescent girls' health through period destigmatization; • Adapt and design dissemination of GBV material, incl. the GBV pocket guide amongst Roma communities (design of dissemination actions and provision of comments on guide); • Support the design of a basketball-based intervention in collaboration with the Hellenic Basketball Federation aimed at improving Roma school participation and social inclusion (participation in meetings and drafting of note). 	<ul style="list-style-type: none"> • 10 days • 10 days • 5 days • 5 days • 5 days
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Travel Local	<p>An estimated 2 field missions to Thessaloniki, North Greece, of 2 nights each, are foreseen.</p> <p>Additional missions might be planned depending on programme needs and are to be determined in the course of the consultancy.</p>		
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If the assignment requires traveling, travel costs will be covered by UNICEF Country Office. The Consultant will need to purchase his own ticket (economy class, low-value ticket) after agreement with the supervisor and will be reimbursed on the presentation of an invoice - **Standard DSA will apply**. If any additional travel costs emerge for Regional Workshops or CO on-site support, the contract might be amended to reflect the required amount for travel as travel plans and budgets are confirmed.

Consultancy Evaluation Analysis

Criteria	Weight	Points/Amounts
Qualifications	10%	
Education qualification (professional work experience in social policy, socio-economic development, children's rights, minority rights, child protection and/or education in Greece, including in applied policy research)		1-5
Years of relevant experience (15 years)		1-5
Technical Offer	60%	
Knowledge (knowledge of particularities and cultural characteristics of Roma communities)		1-20
Technical knowledge (social policy, socio-economic development, children's rights, minority rights, child protection and/or education in Greece, including in applied policy research)		1-20
Evidence of similar assignments (Practical experience in working with Roma populations and settings)		1-20
Financial Offer	30%	
All-inclusive fee		1-30
TOTAL	100%	

Minimum qualifications required:

- Bachelors
 Masters
 PhD
 Other

Knowledge/Expertise/Skills required:

- At least 15 years of professional work experience in social policy, socio-economic development, children's rights, minority rights, child protection and/or education in Greece, including in applied policy research;
- Demonstrated knowledge of particularities and cultural characteristics of Roma communities;
- Practical experience in working with Roma populations and settings is highly desirable;

<ul style="list-style-type: none"> ▪ Advanced university degree (PhD) in social sciences, economics or relevant areas. 	<ul style="list-style-type: none"> ▪ Excellent writing skills; ▪ Excellent analytical, communication and negotiating skills; ▪ Excellent team working skills and respect for diversity; ▪ Fluency in Greek and in English.
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Individuals engaged under a consultancy will not be considered “staff members” under the Staff Regulations and Rules of the United Nations and UNICEF’s policies and procedures and will not be entitled to benefits provided therein (such as leave entitlements and medical insurance coverage). Their conditions of service will be governed by their contract and the General Conditions of Contracts for the Services of Consultants. Consultants are responsible for determining their tax liabilities and for the payment of any taxes, VAT and/or duties, in accordance with local or other applicable laws.

The selected candidate is solely responsible to ensure that the visa (applicable) and health insurance required to perform the duties of the contract are valid for the entire period of the contract. Selected candidates are subject to confirmation of fully-vaccinated status against SARS-CoV-2 (Covid-19) with a World Health Organization (WHO)-endorsed vaccine, which must be met prior to taking up the assignment. It does not apply to consultants who will work remotely and are not expected to work on or visit UNICEF premises, programme delivery locations or directly interact with communities UNICEF works with, nor to travel to perform functions for UNICEF for the duration of their consultancy contracts.

UNICEF offers [reasonable accommodation](#) for consultants with disabilities. This may include, for example, accessible software, travel assistance for missions or personal attendants. We encourage you to disclose your disability during your application in case you need reasonable accommodation during the selection process and afterwards in your assignment.