

## TERMS OF REFERENCE

### Anti-discrimination training consultant

<b>Project:</b>	Promotion and protection of human rights of Roma, Egyptians and other vulnerable groups
<b>Position:</b>	Anti-discrimination training consultant 1 position
<b>Duty station:</b>	Podgorica, Niksic, Berane
<b>Number of working days:</b>	4 days
<b>Period of engagement:</b>	2017
<b>Deadline for applying for the job position:</b>	7 February 2017

#### Project objectives:

##### *Overall objective(s):*

Fundamental human rights of Roma and Egyptians as well as other vulnerable groups in Montenegro protected in durable and sustainable manner in compliance with international standards

##### *Specific objective(s):*

Roma, Egyptians and other vulnerable groups in Montenegro have enhanced access to social, economic and cultural rights through their empowerment and strengthened capacities of state administration, with focus on Podgorica, Niksic and Berane

#### Job description:

The main task of the anti-discrimination training consultant is to prepare and deliver training for employers and health workers on anti-discrimination.

Training will last for 1 - 2 days for each group and will include following topics:

- Definition of anti discrimination, non –discriminatory recruitment and work practices, preventing mobbing,
- Recognition of discrimination in every day work,
- Presentation of case studies ,
- Anti-discrimination laws and standards and their enforcement.

#### Skills and Qualifications of Anti-discrimination training consultant:

- Extensive experience in delivering training on anti-discrimination,
- Excellent interpersonal skills,
- Proactivity, responsibility,
- Dynamic personality,
- Experience in work with vulnerable population groups.

