



## THE UNITED NATIONS POPULATION FUND

Sub-regional Office for the Caribbean invites applications from suitably **qualified individuals**

JOB ID NO.: 0018-JAM  
CLOSING DATE: **8<sup>th</sup> November 2021**  
CATEGORY: Individual Consultancy  
POST TYPE: Non-rotational  
DUTY STATION: UNFPA Liaison Office – Guyana  
DURATION: Approximately seven (7) months  
ORGANIZATIONAL UNIT: UNFPA Sub-regional Office for the Caribbean

**Commented [Pd1cM1]:** The consultant will have access to a working space at the SROC including its Liaison Offices. Dawn, the idea is to have this person here but given the COVID-19 situation and in order to have good options, the consultant could also be/live in a country where we have an option. So perhaps to leave this vague or delete Jamaica? What is your opinion?

### Purpose of Consultancy

To support the scaling up of the response to GBV in Guyana through the capacity building of members of the Guyana Police Force to prevent and respond to GBV.

### Background

Gender-Based Violence (GBV) is “an umbrella term for any harmful act that is perpetrated against a person’s will and that is based on socially ascribed (i.e., gender) differences between males and females. It includes acts that inflict physical, sexual or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty. These acts can occur in public or in private”. Importantly, violence against women and girls relates to any act of GBV that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public life or private life. The United Nations Declaration on the Elimination of Violence Against Women emphasizes that violence is ‘a manifestation of historically unequal power relations between men and women, which have led to the domination over and discrimination against women’.

Intimate Partner Violence (IPV) or Domestic Violence (DV), as a form of GBV, refers to behaviour by a current or former intimate partner that causes physical, sexual or psychological harm, including physical aggression, sexual coercion, psychological abuse and controlling behaviours. Sexual violence, on the other hand, as a form of GBV, refers to any sexual act, attempt to obtain a sexual act, or other act directed against a person’s sexuality using coercion, by any person, regardless of their relationship to the survivor, in any setting. It includes rape. IPV and non-partner sexual violence are among the most pervasive and insidious forms of violence against women and girls. Many women and girls have inadequate access to the range of support services that can protect them, assist in keeping them safe, and support them to address the short and long-term consequences of experiencing various forms of violence. The disproportionate access to services for women and girls has increased their experiences of gender-based violence.

**Scope of work – *inter alia***

This training will be done using content that has been approved by the United Nations Population Fund (UNFPA) and will form part of the Ministry of Human Services and Social Services COPSQUAD2000 initiative.

The Gender-Based Violence trainer/facilitator will be a pivotal part of a training team deployed to support the training of police officers. The trainer/facilitator will aid police officers to reflect on their own norms and values so that they can be more receptive to the training that they will be receiving.

The role of the GBV trainers/facilitators will therefore involve:

1. Coordinating with the training team to secure agreements on the topics within the training programme that he/she will be presenting on, how he/she will conduct his/her presentations and what materials he/she will need for the presentation;
2. Conducting the delivery of the training programme for the police officers, in a manner that ensures that the police officers have a thorough understanding of GBV and how to respond to instances of GBV. This involves constructing an appropriate methodology for delivering the training and the relevant content. Content, approved by UNFPA, should include topics such as: What Is Gender Based Violence, Categories of GBV, Violence against women throughout their life cycle, most common manifestations of GBV in our communities, Types of GBV, myths and stereotypes about domestic violence and sexual assault, Human Rights and GBV, Overview of Domestic Violence, Causes and Consequences of Domestic Violence, The Cycle of Domestic Violence, Characteristics of Batterers/Offenders, What are Rape Kits, HIV PEP for survivors of sexual assault, Understanding Sexual Assault, Victim Blame, the Domestic Violence Act, Guiding Principles for Handling Cases Of GBV, Interviewing cases of GBV, Risk Assessments and Safety Planning, Determining The Predominant Aggressor of Domestic Violence, Giving Options to Survivors Of GBV, Mandatory Reporting, PSEA, etc. A dedicated session on PSEA will be one of the sessions to be prioritized, given the responsibilities of members of the Guyana Police Force.

**Requirements:**

Visit our website: <https://bit.ly/UNFPAGUYTR> for the detailed Terms of Reference.

To apply, kindly submit application letter and CV to:

**Vacancy #: 2021/ICC-18**  
The Spotlight Initiative  
14-20 Port Royal Street, Kingston  
Email: [vacancy.sroc@unfpa.org](mailto:vacancy.sroc@unfpa.org)  
**Only short-listed candidates will be contacted.**

**Note:**

- There is no application, processing or other fee at any stage of the application process.
- UNFPA does not solicit or screen for information in respect of HIV or AIDS and does not discriminate on the basis of HIV/AIDS status.
- UNFPA provides a work environment that reflects the values of gender equality, teamwork, respect for diversity, integrity and a healthy balance of work and life. We are committed to maintaining our balanced gender distribution and therefore encourage women to apply.