



TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT	
Title: Comprehensive Sexuality Education Consultant	
Hiring Office:	UNFPA Sub-regional Office for the Caribbean (SROC), Jamaica
Purpose of consultancy:	Technical assistance to the UNFPA funded Spotlight activity under pillar 3: Strengthen regional capacities to advocate for and deliver quality Comprehensive Sexuality Education for in and out-of-school in the Caribbean
Scope of work: <i>(Organizational context, description of responsibilities and expected outputs)</i>	<p>Organizational context UNFPA is the sexual and reproductive health and rights agency of the United Nations. Our mission is to deliver a world in which every pregnancy is wanted, every childbirth is safe and every young persons’ potential is fulfilled. UNFPA is working with governments, civil society, regional partners and other UN agencies to achieve the Sustainable Development Goals (SDGs) by 2030, which specific focus on Goal 3 (health), Goal 5 (gender equality), and Goal 10 (reduced inequalities).</p> <p>The English- and Dutch-speaking Caribbean is part of the United Nations “delivering as one” initiative, and as such, the UNFPA Country Programme for the English- and Dutch-speaking Caribbean, is aligned to the United Nations Multi-Country Sustainable Development Framework (UNMSDF) 2017-2021. UNFPA’s programme applies a human rights and culturally sensitive approach, supported by evidence-based advocacy and policy dialogue to address issues of sexual and reproductive health, gender equality, youth and population dynamics. Enabling environment for sexual and reproductive health and rights, increasing national capacities to advocate for and deliver policies and programmes for access to sexual and reproductive health information and services and strengthening legal and protection systems for the implementation of laws, policies and programmes to prevent gender-based and sexual violence against women and girls is at the heart of UNFPA’s support in the Caribbean.</p> <p>Every CARICOM country has dedicated domestic violence legislation and laws that advance child protection. Many have drafted national plans and strategies to address gender-based violence, in which ending family or domestic violence is prioritised. While these laws have improved some women’s access to justice, recent prevalence surveys suggest that a significant number of women experience intimate partner violence and that the majority of those do not report to police, or access services to protect and prevent the recurrence of violence. Policy making and programme development is not sufficiently informed by research and a coordinated approach to administrative data across sectors does not exist in most countries.</p> <p>Alongside and feeding into system inadequacies, a culture of gender inequality persists and, along with other bases of inequalities, contributes to high levels of gender-based violence against women and girls. This culture and the associated inequalities impede quality, accessible, effective and non-discriminatory access to services. Gender norms that associate masculinity with power over and control of women are harmful as is the association of discipline of children with corporal punishment.</p> <p>However, with the sustained demand by women’s and human rights organisations, including UN agencies, there is now readily apparent greater resolve to address GBV through systemic approaches. Key inter-governmental and regional institutions have prioritised ending gender-</p>



based violence in the period coinciding with the Spotlight Initiative. These include CARICOM and its institutions, OECS Commission and the Caribbean Development Bank.

Complementing the Spotlight country programmes in six Caribbean countries¹, and taking into account the COVID-19 pandemic and its impacts, the Spotlight Caribbean regional programme will increase policy coordination and functional cooperation across the region to address family violence. It will set regional standards for essential services delivery, for monitoring the implementation of regional and national family violence laws and policies; it will advance best practice models for prevention; and ensure the engagement of women's organisations in regional accountability frameworks.

- Under pillar 2, regional intergovernmental institutions will be supported to strengthen capacities to drive improvements in national-level delivery of essential prevention and response services to address family violence.
- Under pillar 3 an evidence-based Caribbean model of cultural and behaviour change across the life course will inform primary family violence prevention and sexual and reproductive rights programming across the region.
- Under pillar 5, regional protocols and standards for family violence data management systems will be developed or strengthened to improve timely and cross-sectoral analyses and programmatic responses at national level.
- Under Pillar 6, civil society and women's organisations will be more enabled and empowered to monitor and support family violence responses and prevention programming and have the capacity and connectedness to advocate for state and intergovernmental accountability to end family violence.

The Comprehensive Sexuality Education (CSE) Specialist will provide technical assistance to the implementation of the UNFPA activities under pillar 3, which refer to the strengthening of regional advocacy capacities to:

(1) **Advocate for comprehensive sexuality education (CSE)** - According to the International Technical Guidance (ITG) on Sexuality Education (2018), comprehensive sexuality education is a curriculum-based process of teaching and learning about the cognitive, emotional, physical and social aspects of sexuality. It aims to equip children and young people with the knowledge, skills, attitudes and values that will empower them to realize their health, well-being and dignity; develop respectful social and sexual relationships; consider the well-being of others that are affected by their choices; and understand and ensure the protection of their rights throughout their lives. The characteristics of high-quality CSE are that it is:

- Scientifically accurate
- Incremental
- Age- and developmentally appropriate
- Curriculum-based
- Comprehensive
- Based on a human-rights approach
- Based on gender equality
- Culturally relevant and contextually appropriate
- Transformative
- Able to develop life skills needed to support healthy choices.

¹ Belize, Grenada, Guyana, Haiti, Jamaica and Trinidad and Tobago



(2) **CSE delivery in- and out-of-school in the Caribbean.** As well as reaching children and young people who are not in school, and the most vulnerable and marginalized children and young people, out-of-school CSE fulfils several other important functions:

Providing CSE that is tailored to the different needs of specific groups of children and young people, e.g. young people living with HIV, or young people who identify as lesbian, gay, bisexual, transgender or other non-heterosexual orientations (LGBT+), or young people with a disability

- Providing CSE to children and young people who go to school in countries where CSE is not included in the school curriculum
- Supplementing in-school sexuality education, particularly in contexts where this is not comprehensive or of high quality
- Providing programmes that explicitly involve parents and guardians.

Description of roles and responsibilities

Under the supervision of the SRH Advisor and in close collaboration with the HIV Specialist and the wider SROC team, the CSE Specialist will:

- Provide technical and coordination support to the UNFPA funded Spotlight activity: *Strengthen regional capacities to advocate for and deliver quality Comprehensive Sexuality Education for in and out-of-school in the Caribbean* under pillar 3. This includes:
 - the conduct of a formative assessment of HFLE - and Comprehensive Sexuality Education (CSE) within the HFLE curriculum - against the international best practices and, specifically, the International Technical Guidance (ITG) on Sexuality Education (2018) in collaboration with CARICOM, Academia and UN Agencies;
 - the development of robust monitoring and evaluation guidelines and tools to assess process, outcomes and impact of HFLE, including CSE, in the Caribbean;
 - the adaptation of the International Technical and Programmatic Guidance on Out-of-school Comprehensive Sexuality Education to the Caribbean context;
 - consultations with key specific groups of young people, to the extent possible in all their diversity (LGBTQI; youth living with HIV; persons with a disability; sex workers; teenage mothers; indigenous persons; migrants; refugees and persons living in slums and rural areas), to inform the adaptation of the Out-of-School CSE;
 - the development of a Caribbean Toolkit for CSOs to implement out of school CSE, including specific groups of young people, through a consultative process and in collaboration with young people;
 - establishing a common discourse - in collaboration with identified allies in support of sexual and reproductive health and rights and evidence-based interventions that promote gender-equitable norms, attitudes and behaviours, such as CSE - against the opposition of conservative groups that are mobilizing against sexual and reproductive health and rights and evidence-based interventions that promote gender-equitable norms, attitudes and behaviours, such as CSE; and
 - the development and implementation of a regional advocacy strategy for the implementation of international standards on Comprehensive Sexual Education



	<ul style="list-style-type: none"> • Identify promising practices, technical expertise and strategic opportunities relating to CSE in the Caribbean and identify, develop and disseminate knowledge products, lessons learned and good practices that will contribute to other UNFPA funded Spotlight activity under pillar 3, namely: <ul style="list-style-type: none"> - the establishment and operationalization of the Observatory of Sexual and Reproductive Health and Rights aiming to promote social monitoring towards the advancement of integrated GBV/SRHR in the region including access to CSE for in and out of school youth; and - the development of culturally appropriate regional strategy, guidelines and action plan for working with men and boys on programmes for promoting positive masculinities, girls’ empowerment and parenting practices based on an intersectional Caribbean model of cultural change • Asses implications of new policy developments and strategies on programme execution and ensures appropriate implementation, guided by the findings of the SRH Legislation Desk review • Provide technical assistance to UNFPA Liaison Officers executing Caribbean Spotlight Initiative programmes with CSE components <p>Results/expected outputs As an active UNFPA and UN Spotlight team member, efficient, timely, responsive, culturally-appropriate, client-friendly and high-quality support rendered to UNFPA and its beneficiaries in the accomplishment of her/his functions, including:</p> <ul style="list-style-type: none"> • Implementation of pillar 3 activities that refer to CSE for 2020 and 2021 executed as per agreed work plan with the support and buy-in of regional partners and in coordination with the Regional Spotlight team; and • Mandatory reports of 2020 and 2021 work plan activities prepared and submitted in a timely manner and in collaboration with relevant stakeholders. 									
Duration and working schedule:	The consultant will work for approx. 20 days per month from the period September 15, 2020 until December 15, 2021.									
Place where services are to be delivered:	The services are to be delivered at the SROC, Kingston, Jamaica.									
Delivery dates and how the work will be delivered (e.g. electronic, hard copy etc.):	<p>The Consultant is expected to submit the following deliverables in accordance with the time frame listed.</p> <table border="1" data-bbox="450 1760 1474 2029"> <thead> <tr> <th></th> <th>Deliverable</th> <th>Due Date</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Progress report with updates on agreed work plan</td> <td>Every second month</td> </tr> <tr> <td>2</td> <td>Input to 2020 and 2021 implementation reports as per EU standards</td> <td>December 1, 2020, July 15 2021 and December 1, 2021</td> </tr> </tbody> </table>		Deliverable	Due Date	1	Progress report with updates on agreed work plan	Every second month	2	Input to 2020 and 2021 implementation reports as per EU standards	December 1, 2020, July 15 2021 and December 1, 2021
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<p>Monitoring and progress control, including reporting requirements, periodicity format and deadline:</p>	<p>The consultant will report directly to the Sexual and Reproductive Health (SRH) Advisor and will be required to produce bi-monthly reports on the implementation of the Spotlight Programme interventions for review by the SRH Advisor.</p>
<p>Supervisory arrangements:</p>	<p>The Consultant will report to the SRH Advisor with technical support provided by the HIV Specialist, LACRO SRH Advisor and overall guidance from the SROC Director and Deputy Director.</p>
<p>Expected travel:</p>	<p>Any travel to regional meetings/workshops and related costs will be funded by UNFPA. The potential for travel will be carefully monitored by UNFPA against the background of the provisions regarding travel in light of the COVID19 pandemic.</p>
<p>Required expertise, qualifications and competencies, including language requirements:</p>	<p>Required Degree Level: Master's degree</p> <p>Required Experience: 5 years</p> <p>a) Qualifications, skills, experience:</p> <ul style="list-style-type: none"> • Advanced higher degree (Master's or equivalent) in public health, medicine, sociology gender, international relations, international development, or other field directly related to the substantive area identified in the title of the post; • At least 5 years of professional work experience at the national level, of which at least 2 years at international level in Sexual Reproductive Health, family violence, gender-based violence, gender equality programmes or relevant social and behaviour change communication or other relevant programmes in the Caribbean sub-region; • Experience in providing technical assistance in the design and/or implementation of CSEs programmes in and out of school is a very strong asset as is experience in the field of sexual and reproductive health and rights and Gender Based Violence with an emphasis on adolescents and youth; • Experience working in the UN or other international development organization is desirable; • Excellent oral and written skills; excellent drafting, formulation, reporting skills; • Accuracy and professionalism in document production and editing; • Excellent interpersonal skills; culturally and socially sensitive; ability to work inclusively and collaboratively with a range of partners, including grassroots community members, religious and youth organizations, and authorities at different levels; familiarity with tools and approaches of communications for development; • Ability to lead formation of strategies and their implementation; to build and sustain effective partnerships with UN Agencies and main constituents, coordinate and advocate effectively, communicate sensitively across different constituencies; and to negotiate and interact with donors, identify and analyze trends, opportunities and threats to fundraising; • Ability to work and adapt professionally and effectively in a challenging environment; ability to work effectively in a multicultural team of international and national personnel; • Self-motivated, ability to work with minimum supervision; ability to work with tight deadlines.



Spotlight Initiative
To eliminate violence against women and girls

Initiated by the European Union and the United Nations:



Inputs/ services to be provided by UNFPA

The consultant will have access to a working space at the UNFPA Sub-regional Office for the English and Dutch Speaking Caribbean in Kingston Jamaica and its Liaison Offices.