



Spotlight Initiative
To eliminate violence against women and girls

Initiated by the European Union and the United Nations:



TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT	
Title: Individual Consultant to develop regional CSE advocacy strategy for the implementation of international standards on Comprehensive Sexuality Education	
Hiring Office:	UNFPA Sub-regional Office for the Caribbean (SROC), Jamaica
Purpose of consultancy:	The main purpose of the consultancy is to develop regional CSE advocacy strategy for the implementation of international standards on Comprehensive Sexuality Education
Scope of work: <i>(Organizational context, description of services, activities, or outputs)</i>	<p>Organizational context</p> <p>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, with 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>



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.

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-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 Initiative (SI) 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.

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



UNFPA defines CSE as a rights-based and gender-focused approach to sexuality education, whether in school or out of school. CSE is curriculum-based education that aims to equip children and young people with the knowledge, skills, attitudes and values that will enable them to develop a positive view of their sexuality, in the context of their emotional and social development. By embracing a holistic vision of sexuality and sexual behaviour, which goes beyond a focus on prevention of pregnancy and sexually transmitted infections (STIs).

HFLE has had varying degrees of implementation and measured success across the Caribbean. Assessments conducted by UNFPA (2017) UNESCO (2011) and UNICEF/UWI (2011) showed that the policy environment was generally amenable and there was widespread acceptance of the need for life-skills education, despite pockets of concern about the appropriateness of some topics. These studies showed that the majority of schools surveyed had a life skills-based HIV education programme even though there was evidence of inconsistencies in its delivery. Most of the countries in the region now have some kind of legal institutional support for the development and strengthening of programs for life skills in formal education and have undertaken important curricular activities to incorporate the same in the processes of educational reform.

The growth and development of Caribbean youth continue to be undermined by new presentations of age-old threats. Vulnerability to all forms of violence, particularly bullying, sexual violence, abuse and exploitation persists; Adolescent pregnancy rates remains very high; Access to sexual and reproductive health information and services, including those for HIV and other STIs, is suboptimal; Noncommunicable diseases have increased among adolescents, and; Mental health, substance use/abuse and self-harm have become a dominant feature of adolescent diagnosis in the Caribbean.

It is therefore important that HFLE delivery is well aligned with CSE International guidelines as there is a concern that the environment for advancing HFLE in the Caribbean has become less conducive due to progressive advocacy against the sexuality education component of the programmes although evidence has shown that sexuality education (SE) that is age-appropriate, rights-based, gender-sensitive and life skills-based, can provide young people with the knowledge, skills and efficacy to make informed decisions about their sexuality and lifestyle, lead to reductions in harmful and risk-taking behaviours, delay sexual debut and reduce unsafe sexual activity. This advocacy strategy seeks to advance recommendations from a formative assessment of CSE within the Health and Family Life Education (HFLE) curriculum in schools in the Caribbean. This assessment was performed to compare what is being provided against international best practices; in particular, the International Technical Guidance on Sexuality Education (ITGSE) (UNESCO, 2018). To date, UNFPA and the Caribbean Community (CARICOM), along with additional partners,



have done extensive work determining how best to support the youth living in the region. This assessment was designed to learn from that work while filling gaps in the scope of those explorations and guidance documents. This advocacy strategy was a recommendation of the Regional meeting held in Trinidad and Tobago.

The Individual Consultant will develop a regional CSE advocacy strategy for the implementation of international standards

Description of roles and responsibilities

With the foregoing considered, a consultant will be recruited to develop a regional CSE advocacy strategy to advance the implementation of the international standards as described in the International Technical Guidance on Sexuality Education and the International Technical and Programmatic Guidance on Out-of-School Comprehensive Sexuality Education and the recommendations by the CSE Formative Assessment recently conducted under the Spotlight Regional Programme. The approach will be done in a participatory way, in collaboration with the SI team. The proposed approach is structured into two phases of work:

- Phase 1: Inception
 - Inception report of desk review process and outline of methodology and conceptual framework that will be used in English.
 - Desk review of relevant documents including: the report of the formative assessment for the CSE component within the HFLE curriculum, CSE M&E guidelines and tools, Caribbean toolkit for the out of school CSE and international guidelines on CSE including but not limited to the International Technical Guidance on Sexuality Education and the International Technical and Programmatic Guidance on Out-of-School Comprehensive Sexuality Education.
 - The consultant will be required to work with the SRHR Observatory to engage relevant stakeholders including youth groups, CSOs, FBOs and conservative groups on the development of the advocacy strategy (virtual meetings, key informant interviews, FGD, presentations etc)
 - Conduct mapping exercise and engage in meetings with groups that are in opposition to certain advancements in CSE, identify leaders and influencers and develop advocacy strategies to engage and encourage them to take action on CSE issues;
 - Identify opportunities and threats in the short term and medium-term (1- 3 years);
 - Identify organizations that have an interest or stake in CSE and how to engage with them
 - Provide an outline of the advocacy strategy
- Phase 2: Develop the regional CSE advocacy strategy.



	<ul style="list-style-type: none"> - Draft a complete advocacy strategy, outlining clear objectives, target audiences, targeted activities, proposed messages and allies and opposers - Adjust the advocacy strategy based on input from the SRHR Observatory and feedback from the SI team to develop an implementation plan 																		
<p>Duration and working schedule:</p>	<table border="1"> <thead> <tr> <th data-bbox="507 719 555 779"></th> <th data-bbox="555 719 1193 779">Activity</th> <th data-bbox="1193 719 1447 779"># of Working Days</th> </tr> </thead> <tbody> <tr> <td data-bbox="507 779 555 936">1</td> <td data-bbox="555 779 1193 936">Inception report setting out the approach and timelines for each deliverable inclusive of the outline of the advocacy strategy.</td> <td data-bbox="1193 779 1447 936">05</td> </tr> <tr> <td data-bbox="507 936 555 1272">2</td> <td data-bbox="555 936 1193 1272"> Data collection/Research Conduct a data collection exercise to better understand gaps, challenges, and opportunities that the Caribbean faces in pursuing a stronger role in advocacy of CSE, taking into account the findings and recommendations of the recently completed formative assessment and Caribbean toolkit for CSE. </td> <td data-bbox="1193 936 1447 1272">10</td> </tr> <tr> <td data-bbox="507 1272 555 1507">3</td> <td data-bbox="555 1272 1193 1507">Present findings to stakeholders and working closely with the SI team, meet with key stakeholders at national and regional levels to better understand the needs, capacities and perceptions that are critical to a regional advocacy strategy for CSE.</td> <td data-bbox="1193 1272 1447 1507">05</td> </tr> <tr> <td data-bbox="507 1507 555 1749">4</td> <td data-bbox="555 1507 1193 1749"> Develop Advocacy Strategy Draft a regional advocacy strategy for CSE, outlining clear goals and objectives, as well as different audiences, strategies, key activities, deliverables and a dissemination plan Identify the key audiences for the advocacy strategy. Who are we trying to reach and why? </td> <td data-bbox="1193 1507 1447 1749">05</td> </tr> <tr> <td data-bbox="507 1749 555 1998">5</td> <td data-bbox="555 1749 1193 1998"> Implementation workshops Conduct workshop(s) with stakeholders and the SI team to collect input and perspectives from across the region, build ownership of the strategy and ensure successful implementation with the support of all stakeholders. </td> <td data-bbox="1193 1749 1447 1998">10</td> </tr> </tbody> </table>		Activity	# of Working Days	1	Inception report setting out the approach and timelines for each deliverable inclusive of the outline of the advocacy strategy.	05	2	Data collection/Research Conduct a data collection exercise to better understand gaps, challenges, and opportunities that the Caribbean faces in pursuing a stronger role in advocacy of CSE, taking into account the findings and recommendations of the recently completed formative assessment and Caribbean toolkit for CSE.	10	3	Present findings to stakeholders and working closely with the SI team, meet with key stakeholders at national and regional levels to better understand the needs, capacities and perceptions that are critical to a regional advocacy strategy for CSE.	05	4	Develop Advocacy Strategy Draft a regional advocacy strategy for CSE, outlining clear goals and objectives, as well as different audiences, strategies, key activities, deliverables and a dissemination plan Identify the key audiences for the advocacy strategy. Who are we trying to reach and why?	05	5	Implementation workshops Conduct workshop(s) with stakeholders and the SI team to collect input and perspectives from across the region, build ownership of the strategy and ensure successful implementation with the support of all stakeholders.	10
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<p>Place where services are to be delivered:</p>	<p>The consultant/team is expected to work remotely, utilizing their own office space, computer, internet, telephone and other equipment, as needed, to undertake this assignment.</p>																							
<p>Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):</p>	<p>This is a deliverable-based consultancy and it is estimated to take place between Tuesday 1 February 2022 to Friday 15 April 2022. The Consultant is expected to submit the following deliverables in accordance with the time frame listed.</p> <table border="1" data-bbox="507 1003 1450 1547"> <thead> <tr> <th data-bbox="507 1003 563 1070"></th> <th data-bbox="563 1003 1166 1070">Deliverable</th> <th data-bbox="1166 1003 1450 1070">Due Date</th> </tr> </thead> <tbody> <tr> <td data-bbox="507 1070 563 1218">1</td> <td data-bbox="563 1070 1166 1218">Inception report; that includes desk review, readiness and a road map of the activities to be completed with timelines and outline of the Advocacy strategy</td> <td data-bbox="1166 1070 1450 1218">02/ 11 /2022</td> </tr> <tr> <td data-bbox="507 1218 563 1279">2</td> <td data-bbox="563 1218 1166 1279">Data collection/Research</td> <td data-bbox="1166 1218 1450 1279">02/ 25 /2022</td> </tr> <tr> <td data-bbox="507 1279 563 1339">3</td> <td data-bbox="563 1279 1166 1339">Present findings to stakeholders</td> <td data-bbox="1166 1279 1450 1339">03/ 04 /2022</td> </tr> <tr> <td data-bbox="507 1339 563 1400">4</td> <td data-bbox="563 1339 1166 1400">Develop draft advocacy strategy</td> <td data-bbox="1166 1339 1450 1400">03/ 18 /2022</td> </tr> <tr> <td data-bbox="507 1400 563 1460">5</td> <td data-bbox="563 1400 1166 1460">Implementation plan</td> <td data-bbox="1166 1400 1450 1460">03/ 31 /2022</td> </tr> <tr> <td data-bbox="507 1460 563 1547">6</td> <td data-bbox="563 1460 1166 1547">A final updated advocacy strategy incorporating any necessary final changes agreed</td> <td data-bbox="1166 1460 1450 1547">04/ 15 /2022</td> </tr> </tbody> </table> <p>The inception, draft, final and updated advocacy strategy are expected to be delivered electronically.</p>				Deliverable	Due Date	1	Inception report; that includes desk review, readiness and a road map of the activities to be completed with timelines and outline of the Advocacy strategy	02/ 11 /2022	2	Data collection/Research	02/ 25 /2022	3	Present findings to stakeholders	03/ 04 /2022	4	Develop draft advocacy strategy	03/ 18 /2022	5	Implementation plan	03/ 31 /2022	6	A final updated advocacy strategy incorporating any necessary final changes agreed	04/ 15 /2022
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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 CSE focal point. Deliverables will be assessed for quality and to the extent they fulfil the requirements of the TOR. The Sub-Regional Office reserves the right to discontinue the contract if it feels that the consultant/team does not live up to the expectations or if the consultant/team acts in a way that is detrimental to UNFPA's reputation and image.</p>																							
<p>Expected travel:</p>	<p>Travel is not expected, however, should the need arise, it will be carefully monitored by UNFPA against the background of the provisions regarding travel</p>																							



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	<p>in light of the COVID-19 pandemic. Any travel to the field and related costs will be funded by UNFPA.</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 health, education, social science, economics, international relations, international development, public administration, management or other related field; ● Minimum 5 years of professional experience in advocacy and policy dialogue related to health, education and/or SRH for UN agencies and/or other international organizations in the position as lead consultant or team leader; ● Specialization and/or significant experience in adolescents and youth development, including diversity, life skills education/comprehensive sexuality education, sexual and reproductive health, gender and rights; ● Demonstrated ability and knowledge to collect and analyze qualitative and quantitative data; ● Knowledge of demographic, political, social, gender equality, and cultural situations in the Caribbean will be an asset; ● Familiarity with UNFPA or UN programming; ● Excellent writing and communication skills; ● 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 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.
<p>Inputs/ services to be provided by UNFPA or implementing partner (e.g., support services, office space, equipment), if applicable:</p>	<p>UNFPA will support the consultant/team to make the necessary contacts with government and relevant partners, to that end, UNFPA will prepare a stakeholder mapping. UNFPA will share all relevant documents related to the assessment and will be shared with the consultant/team once the assignment is awarded. UNFPA will facilitate the use of UNFPA virtual platforms for presentation of results, stakeholders meeting as needed.</p>



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Other relevant information or special conditions, if any:	Payments will be made as follows:			
		%	Deliverable	Due Date
	1	50%	<ul style="list-style-type: none"> Inception report Research findings, new data and recommendations for advocacy Meeting report, recommendations and PPT from presentation to stakeholders To the satisfaction of UNFPA (3 deliverables)	03/ 04 /2022
	2	50%	<ul style="list-style-type: none"> Draft advocacy strategy Implementation Plan Final updated advocacy strategy incorporating any necessary final changes agreed. To the satisfaction of UNFPA (3 deliverables)	04/ 15 /2022
Expressions of interest	<p>Interested consultants are requested to submit to UNFPA:</p> <ol style="list-style-type: none"> up-to-date curriculum vitae(s); a technical proposal including timelines <p>The proposal should be submitted by e-mail no later than midnight Friday 14 January 2022. Proposals should not exceed 5MB.</p> <p>E-mail address: vacancy.sroc@unfpa.org</p> <p>Email Subject: Expression of Interest: Individual Consultant to develop regional CSE advocacy strategy for the implementation of international standards.</p>			