

ATTACHMENT 1: GENERIC TERMS OF REFERENCE

1.	Background	<p>Trinidad and Tobago is a high income country and ranks at 69 out of 189 countries on the Human Development Index, though with the decline in revenue from the hydrocarbon industry, the state is challenged to maintain levels of social investments. Although unemployment levels are relatively low, poverty and socio-economic inequalities persist. The Constitution guarantees a range of fundamental freedoms and rights, including non-discrimination based on sex and equality of treatment by public officials. The Equal Opportunity Act also prohibits discrimination by state and non-state actors because of sex, though that protection is not extended to discrimination based on sexual orientation or on HIV status.</p> <p>The country is a signatory to a number of human rights conventions, including the Convention on the Rights of the Child, Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women.¹ In meeting its obligations, discrimination has been largely eliminated from laws, with the notable exception of discrimination based on sexual orientation. Over the last 30 years women and girls have had high rates of retention in schools and increased educational certification, surpassing that of boys and men.</p> <p>Despite relative progress, gender inequality persists. There are marked differences in women's access to positions of decision making and influence. Women hold only 30% percent of parliamentary seats and 27% of private sector executive-level positions. Female participation in the labour market is 51% compared to 74% for men and the average male earns almost 25% more than their female counterparts.²</p> <p>This inequality is also evidenced by limited access to sexual and reproductive health and rights and the pervasiveness of gender-based violence (GBV) against women and girls. Unsafe abortions and adolescent pregnancy continue to be major public health concerns faced primarily by poor women and girls who lack access to information, education and services. Women and girls are disproportionately the victims of violence at the instance of male family members³ The most recent prevalence survey on intimate partner violence revealed that one in three women and girls in unions in Trinidad and Tobago have experienced abuse of which 29% were victims of a combination of physical and sexual assaults.⁴ Pregnant women and girls are also at increased risk of exposure to violence.⁵ From this, the researchers extrapolate that roughly 10,000 women are currently in domestic violence situations.⁶</p> <p>Gender based violence against women and girls and family violence are elements of a larger problem of crime, violence and insecurity. In the last twenty years, all types of serious crimes have risen. The Caribbean Human Development report recorded homicide rates of above 40 per 100,000 in Trinidad and Tobago for 2008. In 2017, there were 494</p>
----	-------------------	--

¹ Apart from the main UN human rights conventions, Trinidad and Tobago is also a signatory to the ILO's Discrimination (Employment and Occupation) Convention, 1958 (No. 111) which prohibits discrimination based on sex.

² Reshma Mahabir, Dindial Ramrattan, Central Bank of Trinidad and Tobago: Influences on the gender wage gap of Trinidad and Tobago: An economic concept or a social construct? In World Sustainable Development Outlook 2014

³ Between 2009-2017, 74% of the reports (11,159) made to the police of domestic violence were made by women.

⁴ Cecile Pemberton and Joel Joseph: National Women's Health Survey for Trinidad and Tobago, IADB 2018: <https://publications.iadb.org/en/national-womens-health-survey-trinidad-and-tobago-final-report>

⁵ The IADB WHS indicates that 7 per cent of women who have ever been pregnant have experienced physical intimate-partner violence during a pregnancy.

⁶ IADB National Health Survey; ibid

	<p>murders and this increased to 517 in 2018.⁷ This crisis of insecurity is exacerbated by a very low detection rate – decreasing from 69% in 1990 to 16% in 2016. Risk factors for crime and insecurity include economic deprivation, inequalities, lack of educational achievement and breakdowns in societal and community cohesion.⁸</p> <p>Men are both the majority victims and perpetrators of most crimes, with the exception of gender-based crimes (sexual violence and family violence) for which women and girls are overwhelmingly the victims. So for example, 90% and 89% of homicide victims were men for 2016 and 2017 respectively.</p> <p>As a result, the selection of Trinidad and Tobago as a Spotlight country is a recognition of the high rates of incidence and prevalence of family violence which is both a cause and consequence of gender inequality and associated harmful gender norms and stereotypes. The Spotlight Initiative is a global, multi-year programme funded by the European Union in collaboration with the United Nations (UN) focused on eliminating all forms of violence against women and girls (VAWG).</p> <p>The Initiative is so named as it brings focused attention to this issue, moving it into the spotlight and placing it at the centre of efforts to achieve gender equality and women's empowerment, in line with the 2030 Agenda for Sustainable Development. The modality for the delivery is a UN multi- stakeholder trust fund, administered by the Multi-Partner Trust Fund Office, with the support of core agencies UN Women, United Nations Developmental Programme (UNDP) and United Nations Population Fund (UNFPA) and overseen by the Executive Office of the UN Secretary-General.</p>
--	---

⁷ TTPS statistics

⁸ REPORT CITIZEN SECURITY Trinidad and Tobago 2012 Human Development and The shift to better Citizen Security
https://www.undp.org/content/dam/trinidad_tobago/docs/DemocraticGovernance/Publications/UNDP_TandT_Citizen_Security_Survey_2012.pdf

2.	Purpose and scope	<p>The overall goal of the Spotlight Initiative in Trinidad and Tobago is to reduce family violence. This will be done through ensuring implementation of integrated, quality and accessible services and prevention approaches. This approach recognises that an architecture of laws, policies and institutions are in place for addressing family violence. Spotlight will build on, consolidate and scale up this progress whilst addressing the significant implementation deficits and programmatic gaps. The initiative outcomes are summarized below:</p> <p>Outcome 1: Legislation and Policy Outcome 2: Strengthening Institutions Outcome 3: Prevention Outcome 4: Essential Services Outcome 5: Quality Data</p> <p>The Spotlight Initiative is committed to identifying and prioritizing the needs of marginalized and underserved communities in Trinidad and Tobago. The target populations for services and prevention programming include: 1) women and girls living in rural areas 2) Women and girls living in impoverished and insecure areas in urban communities; 3) women and girls living with disabilities; 4) LBTQI persons; 5) girls and youth especially those experiencing intersecting forms of discrimination; and 6) refugee, asylum seekers and migrant women. Spotlight will also work with men and boys in promoting positive masculinities based on commitment to gender equality and non-violence.</p> <p>At the end of the Spotlight programme, a comprehensive National Strategy will be adopted, practical prevention tools available at community level, and services will be accessible, effective and therefore used by survivors and perpetrators. Service providers will be held responsible for timely correction of implementation failures because systems of supervision and accountability will be strengthened. Civil society and women's organisations will be empowered to monitor and support responsive and survivor-centred services.</p> <p>UNDP's focus will be in the implementation of Outcomes 1 and 4:</p> <p>Outcome 1: Legislation and Policy The main objective of Outcome 1 is to ensure that legislation and policies are in line with international rights standards on all forms of violence against women and girls and are adopted and implemented by all stakeholders.</p> <p>Outcome 4: Essential Services The main objective of Outcome 4 is to increase the awareness, availability and quality of essential services for women and girls who experience violence and harmful practices. (specifically, with regard to policing and the justice sector)</p>
----	--------------------------	--

3.	Nature of Services and Areas of Expertise	<p>In accordance with the project mentioned above (Section 2), the services will be procured for provision of consultancy services in the fields including, but not limited to gender based/family violence, review of utilization of police standing orders, capacity building of CSO, police and justice sector consultations. The specific consultancies being requested under this EOI are as follows:</p> <ul style="list-style-type: none"> • Consultancy on Restorative Justice Approach • Consultancy on Gender-responsive policing focused on police standing orders • Consultancy on Development of Training tools • Consultancy on CSOs engagement with focus on capacity building • Consultancy on Programme Development focused on police, justice sector and civil society • Consultancy on CSO empowerment • Consultancy on PSSCs analysis with a focus on strengthening their frameworks • Consultancy on Strategic management/oversight <p>(Please see attachment 2 for a further detailed list of services/tasks)</p>
4.	Minimum Qualification Requirements	Minimum qualification requirements of respective positions can be found in Attachment 2.
5.	Duration	<p>Individual Consultancy Services will be delivered between January 2020 – December 2022 (with a possibility of extension).</p> <p>Depending on UNDP's needs and requirements, UNDP may request extension of validity of Offers.</p>
6.	Other Considerations	<p>The following matters will be specified in the specific Terms of Reference, as applicable:</p> <ul style="list-style-type: none"> • Detailed description of tasks and duties of the consultants, • Detailed description of required qualifications and experience, outputs to be delivered by the consultants and payment terms and conditions, • Timeframe and number of person/days to be invested by the consultants, • Duty station, • Place of work, • Logistical arrangements, • Facilities to be provided.

7.	Note	<p>Notes:</p> <p>a) Prices are not required at this stage. UNDP is merely seeking to identify individual consultants interested in participating in a future bid</p> <p>b) This EOI does not constitute a solicitation. UNDP reserves the right to change or cancel the requirement at any time during the EOI and/or solicitation process. UNDP also reserves the right to require compliance with additional conditions as and when issuing the final solicitation documents. Submitting a reply to an EOI does not automatically guarantee receipt of the solicitation when issued.</p>
----	-------------	--