

Terms of Reference
for
Psychologist Consultant
within the scope of



**Support to the Improvement of Legal Aid Practices for Access to
Justice for All in Turkey Phase II Project**

1 Background

Turkey's efforts to improve access to justice for all have been given impetus since 2000 and providing better functioning legal aid system has been seen an important means for attaining that goal. Looking at all national level plans and programs, it is all visible that more systematic, accessible, well-known and institutionalized legal aid system which also gives priority to create responsive systems to disadvantaged groups is given special importance. In parallel to this framework, lawyers and Bar Associations have been dedicated to the provision of legal aid services and better assistance for disadvantaged groups. Furthermore, Ministry of Justice (MoJ) took important steps via its Department of Victims' Rights. However, despite the initiatives for improvement of the legal aid services in Turkey, it is addressed by both EU Progress Reports, as well as international and national analysis that legal aid system in Turkey needs to be further supported and improved in terms of its procedures, quality and impacts on citizens together with the coordination among all actors involved and further improvement of quality of legal-aid services provided by lawyers.

By considering all these circumstances and based on the achievements and results of the "Support to the Improvement of Legal Aid Practices for Access to Justice for All in Turkey Phase I", this Project aims to develop more coordinated, qualified and systematic approach into legal aid practices in Turkey and build awareness on the operationalization of performance management tools and mechanisms to enhance the efforts to ease access to justice. This will be achieved through developing mechanisms to fill the gaps for better coordination and improving networks among legal aid service providers (Union of Turkish Bar Associations (UTBA), Bar Associations and lawyers), women NGOs and civil society, as well as increased capacity of lawyers through an online training. With the aim to develop a systematic and structured approach, the Project will implement pilot practices for specialized legal aid services towards gender-based violence victims. The Project will also address the implementation of the policy recommendations for improved legal aid services generated in Phase I and will further support the institutional needs of Bar Associations through the dissemination of performance criteria and evaluation mechanisms that are introduced to ensure an effective, coordinated and monitored legal aid system in Turkey.

The Phase II focuses on institutional and individual level capacity enhancement activities for UTBA, Local Bar Associations and lawyers practicing legal aid as well as enhanced cooperation and coordination with NGOs and civil society organizations. Recalling from the experiences and findings of Phase I, Phase II of the Project will implement pilot practices for specialized legal aid services towards gender-based violence victims, especially women. Through the evaluation of Poppy Project practices and development of a more consolidated and structured system of legal aid provision, more citizens will have access to legal aid services. The project aims to achieve the following results for enhancing the efficiency of the legal aid system in Turkey:

➤ **Result I: COORDINATION**

Output: Enhanced coordination between women NGOs, civil society organizations, public bodies, lawyers and bar associations to improve the legal aid system in Turkey.

➤ **Result II: SYSTEM DEVELOPMENT**

Output: Development of a systematic and structured approach for legal aid services via implementing and further improving best practices in pilot Bar Associations: Poppy Project Practices

➤ **Result III: CAPACITY DEVELOPMENT**

Output: Enhanced capacities of lawyers practicing legal aid through a tailor-made training programme

➤ **Result IV: AWARENESS RAISING**

Output: Awareness rising among bar associations in Turkey on the performance criteria and evaluation mechanism for legal aid services and automation system for appointment of (Code of Criminal Procedure) CCP lawyers

With a view to implement the project activities in an effective and efficient way and achieve the expected results of the Project, a team of consultants will be established within the scope of the Project. The Psychologist Consultant (PSY) will be mobilized from April 2020 until April 2021 and will be responsible for delivery of specific project outputs as detailed throughout this Terms of Reference, in close cooperation and communication with the representatives of the UTBA and the MoJ as well as with the UNDP Project Team (PT), along with other consultants of the Project.

2 Objective(s) of the Assignment

The objective of the assignment is to provide technical inputs for the planning, conduct and reporting of mainly the below specified component and contribute to the effective delivery of related project outputs with high quality in a timely manner under Support to the Improvement of Legal Aid Practices for Access to Justice for All in Turkey Phase II Project.

Specifically, PSY will take part in project activity concerning:

Outcome II - Development of a systematic and structured approach for legal aid services via implementing and further improving best practices in pilot Bar Associations: Poppy Project practices.

The mentioned activities will be planned and conducted in several provinces with the coordination of UTBA. The Psychologist (PSY) will provide expertise in planning, conduct and delivery of trainings in pilot provinces in coordination with UTBA, MoJ, pilot bar associations, lawyers and NGOs.

3 Duties and Responsibilities

The Consultant will be mobilized for the Project in between April 2020 and April 2021 with Individual Contract (IC) modality and is expected to perform the following tasks:

- Take part in the preparation and delivery of trainings for lawyers.
- Involvement in planning, conducting and delivery of the Training of Trainers Programme in Ankara and Tailor-made Training Programmes in 7 (seven) pilot provinces (Samsun, Nevşehir, Denizli, Balıkesir, Mardin, Antalya, Rize). (All trainings must be designed in an interactive and practical manner).
- Secure submission of all trainings and reports in a quality and timely manner.

- Provision of inputs to the overall activity schedule, calendar, scope and methodologies of analyses, studies, surveys, field visits, trainings, written and visual materials, etc. of the Project both in Ankara and in the field and reporting outlines and formats in collaboration with other consultants and UNDP Project Team and ensure smooth implementation of activities of Component II defined within the scope of the Project Document.
- Provision of technical inputs to (i) design, execution and monitoring of ToT activities in Ankara and tailor-made trainings in the field, in collaboration with other consultants; (ii) development of technical project reports;
- Specifically, the Consultant will be responsible for:
 - o Contributing to planning, conducting and reporting **Activity 2.1** Tailor-made Training Programme under Component II of the project.
 - o Contributing to planning, conducting and reporting **Activity 2.2** ToT Training Programme under Component II of the project.
- Ensuring cooperation with the Gender Equality Consultant on designing trainings on approaching disadvantaged groups who are subjected to violence, especially gender-based violence.
- Provision of support on awareness raising planning and conducting of Tailor-made Training Programme and ToT Programme under Component II of the Project, in collaboration with other consultants and UNDP Project Team.
- Ensuring design/drafting/production of comprehensive training modules and delivery of trainings with specific focus on including but not limited to; approaching to victims, effective communication, understanding the victims, what lawyers might face during the delivery of legal aid services in Violence Prevention Centers (VPCs), coping with stress under difficult circumstances and paying special attention to stop the continuation of traumatization.
- Provision of necessary inputs for the work of other consultants of the Project, as and when needed by UNDP.
- Preparation of ad-hoc reports, briefs and/or presentations on demand by UNDP.
- Working effectively and in collaboration with other consultants, the UNDP Project Team and Legal and Human Rights Specialist of UNDP, in order to ensure the smooth implementation of all trainings and other activities defined within the scope of the Project Document.

The Consultant's functions do not include managerial, supervisory and/or representative functions. The Consultant shall work in close cooperation with the UNDP Project Team, Legal and Human Rights Specialist of UNDP and will report to the Project Manager of Support to the Improvement of Legal Aid Practices for Access to Justice for All in Turkey Phase II Project. The Consultant will also be closely working with Focal Points designated by UTBA and MoJ, in design and implementation of the project activities.

The above listed activities are subject to further revision with the consent of UNDP, in coordination with UTBA and MoJ in line with the emerging requirements of the Project. If required by UNDP, the IC may provide additional consultancy services related to her/his competencies and expertise, in line with the Duties and Responsibilities stipulated in this Terms of Reference.

4 Expected Outputs and Deliverables

The PSY shall deliver below listed deliverables/outputs to the satisfaction of UNDP:

Deliverables/Outputs	Estimated Number of Person/days to be Invested by the IC*	Due Dates	Review and Approvals Required
1. Preparation of ToT Programme	5 Days	30 April 2020	UNDP Project Manager, in consultation with UTBA and MoJ
2. Preparation of tailor-made trainings	5 Days	31 May 2020	UNDP Project Manager, in consultation with UTBA and MoJ
3. Delivery of ToT in Ankara to lawyers from 7 pilot provinces**	6 Days	31 May 2020	UNDP Project Manager, in consultation with UTBA and MoJ
4. Delivery of tailor-made training programs in 7 pilot bar associations**	21 Days	31 June 2020	UNDP Project Manager, in consultation with UTBA and MoJ
5. Contingency (if needed by UNDP)***	3 Days	30 April 2021	UNDP Project Manager, in consultation with UTBA and MoJ
Total Maximum Estimated Number of Person/days	40 Persons/days		

*The “Estimated Number of Person/Days” indicated herein represent the maximum person/days that will be the basis of the payment to the Individual Consultant (IC) throughout the contract validity. The payments to the IC will be based on the actual number of person/days invested for the development of each specific deliverable. The total person/days of the IC (consecutive or non-consecutive person/days) dedicated to the assignment shall be at a maximum of 40 person/days between April 2020 and April 2021. Payments to the IC within the scope of this Assignment cannot exceed equivalent of 40 person/days.

**Investment of the person/days allotted to these Deliverables may be requested at the sole discretion of UNDP. The Due Dates of these Deliverables may be revised by UNDP.

***Investment of the person/days allotted as “Contingency” may be requested at the sole discretion of UNDP.

5 Timing and Duration

The assignment will start on 21 April 2020 and is expected to be completed by 30 April 2021.

6 Institutional Arrangement

UNDP is not required to provide any physical facility for the work of the IC. However, depending on the availability of physical facilities (e.g. working space, computer, printer, telephone lines, internet connection etc.) and at the discretion of UNDP, such facilities may be provided at the disposal of the IC.

The Consultant will be working in coordination with the Project Team. Approvals will be required for the deliverables from UNDP upon submission of the deliverables stipulated in Article 4.

UNDP will provide project documents and background information including the legislative framework, previous works conducted in the field of legal aid and principles and guidelines on access to legal aid in criminal justice systems. The meetings planned for the assignment will be organized by the Project Team.

After submission of the deliverables listed in Article 4, UNDP may have some comments and revision requests on the deliverables. The Consultant shall address the comments of UNDP and shall revise the deliverables as per the comments within at most 10 calendar days following notification of comments by UNDP to the Consultant.

All documents and data provided to the consultant are confidential and cannot be used for any other purposes or shared with a third party without any written approval from UNDP.

All reports should be submitted in English and Turkish.

7 Place of Work

The place of work will be Ankara, Turkey and may require several travels/missions to other provinces in Turkey, with respect to project needs and the duties and responsibilities of the Consultant. The costs to arise regarding flight tickets to be acquired by the Individual Consultant in order to join and leave the Duty Station shall be borne by the Individual Consultant. The prospective Individual Consultant is expected to take this into consideration whilst determining her/his Daily Fee.

Any kind of travel, accommodation costs (bed and breakfast) and living costs (intra-city travel costs, lunch, dinner, terminal, etc.) of the missions to the below tabulated provinces will be borne by UNDP. UNDP will arrange economy class roundtrip flight tickets through its contracted travel agency.

Provinces	Number of Expected Travels*	Estimated Number of Days of Stay per Visit*
Samsun	1	3
Nevşehir	1	3
Denizli	1	3
Balıkesir	1	3
Mardin	1	3
Antalya	1	3
Rize	1	3
Estimated Maximum Total		21

*The “Number of Expected Travels” and “Estimated Number of Days of Stay per Visit” are estimations. These numbers will not be binding UNDP and UNDP has the right to increase/decrease these numbers as per needs and requirements of the Project.

In case of need of additional travels that are unforeseen in the ToR, the costs of the respective travels of the Consultant may either be;

- Arranged and covered by UNDP from the respective budget without making any reimbursements to the Consultant, through UNDP's official Travel Agency or,
- Reimbursed to the Consultant upon the submission of the receipts/invoices of the expenses by the Consultant and approval of the UNDP. The reimbursement of each cost item is subject to the following constraints/conditions provided in below table or,
- Covered by the combination of both options.

The following guidance on travel compensation is provided as per UNDP practice:

Cost item	Constraints	Conditions of Reimbursement
Travel (intercity transportation)	Full-fare economy class tickets	1- Approval by UNDP of the cost items before the initiation of travel 2- Submission of the invoices/receipts, etc. by the consultant with the UNDP's F-10 Form 3- Acceptance and Approval by UNDP of the invoices and F-10 Form.
Accommodation	Up to 50% of the effective DSA rate of UNDP for the respective location	
Breakfast	Up to 6% of the effective DSA rate of UNDP for the respective location	
Lunch	Up to 12% of the effective DSA rate of UNDP for the respective location	
Dinner	Up to 12% of the effective DSA rate of UNDP for the respective location	
Other Expenses (intra city transportations, transfer cost from /to terminals, etc.)	Up to 20% of effective DSA rate of UNDP for the respective location	

8 Required Qualifications

	Minimum Qualification Requirements	Assets
General Qualifications	<ul style="list-style-type: none"> ▪ Bachelor's Degree in the field of psychology ▪ Good command of spoken and written Turkish and English, ▪ Full computer literacy 	<ul style="list-style-type: none"> ▪ Advanced Degree in the field of psychology, social psychology, sociology, human rights or women studies
General Professional Experience	<ul style="list-style-type: none"> ▪ Minimum 5 (five) years of professional experience ▪ Minimum 2 (two) years of professional experience in delivering trainings/participating in conferences/preparing guidelines on addressing traumas, sexual and physical exploitation, gender-based violence, anxiety, psychological issues, post-traumatic stress and/or disorder subjects ▪ Knowledge and experience in interview techniques 	<ul style="list-style-type: none"> ▪ More than 2 (two) years of experience as a clinical psychologist ▪ Former experience in preparing and conducting trainings related to approaching vulnerable people including women
Specific Professional Experience	<ul style="list-style-type: none"> ▪ Experience in collaborating with public sector institutions, international organizations and/or non-governmental organizations 	<ul style="list-style-type: none"> ▪ Knowledge on human rights and women studies ▪ Experience in working in United Nations and/or European Union projects

Notes:

- Internships (paid/unpaid) are not considered professional experience.
- Obligatory military service is not considered professional experience.
- Professional experience gained in an international setting is considered international experience.

9 Competencies

Individual Consultant needs to have below competencies:

- Ability to design and develop time plans and resource schedules for complex tasks and task groups.
- Ability to work in multi-disciplinary and multi-cultural teams.
- Ability to work under pressure against strict deadlines.
- Ability to think out-of-the-box.
- Ability to present complex issues persuasively and simply.
- Ability to contextualize global trends in accordance with the dynamics of the operating (working) environment.
- Ability to collaborate with UNDP Turkey CO Inclusive and Democratic Governance Portfolio and the Project Team and work closely and in collaboration with the other consultants of the Project.
- Ensuring compilation of gender disaggregated data and conduct gender analysis.
- Ensuring use of gender responsive language in written and oral presentations, reports and handout etc.
- Ensuring human rights standards are applied, and gender equality is prioritized as an ethical principle within all actions.

10 Payments

Payments will be made within 30 days upon the approval of each deliverable and UNDP Certification of Payment Form (COP) by UNDP on the basis of actual number of person/days invested by the Individual Consultant for the respective deliverable and pertaining payment documents signed by the Consultant and approved by the responsible Project Manager. While the Consultant may invest less or more than the estimated number of person/days for each deliverable different than the estimated person/days stipulated in the table in Article 4, the total amount of payment to be affected to the Consultant within the scope of this Assignment cannot exceed equivalent of 40 person/days throughout the contract validity.

Consultant will be engaged under an Individual Contract (IC). The price proposal will be given in TRY and the Consultant will be paid in TRY upon submission of the deliverables as detailed above.

If the deliverables are not produced and delivered by the consultant to the satisfaction of UNDP, no payment will be made even if the consultant has invested person/days to produce and deliver such deliverables.

The daily fee to be paid to the IC is fixed regardless of changes in the cost components. The daily fee amount should be indicated in gross terms and hence should be inclusive of costs related to tax, social security premium, pension, visa (if needed), etc. UNDP will not make any further clarification on costs related to tax, social security premium, pension, visa, etc. It is the applicants' responsibility to make necessary inquiries on these matters.

Tax Obligations: The IC is solely responsible for all taxation or other assessments on any income derived from UNDP. UNDP will not make any withholding from payments for the purposes of income tax. UNDP is exempt from any liabilities regarding taxation and will not reimburse any such taxation to the IC.