

## TERMS OF REFERENCE FOR INTERNATIONAL INDIVIDUAL CONSULTANT

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Hiring Office:	UNFPA Timor-Leste
Purpose of consultancy:	Senior International Consultant to support the General Directorate of Statistics of the Ministry of Finance to conduct <b><u>Mapping of quantitative data and analytical gaps related to Violence against Women and Girls (VAWG) in national collection survey instruments and supporting data literacy and dissemination.</u></b>
Background	<p>Timor-Leste is a Small Island Developing State, independent since 2002, making it one of the youngest democracies in the world. Despite the notable efforts in state-building and economic growth (especially between 2007-2016), Timor-Leste is one of the least developed nations in the region, with 41.8% of the population living below the poverty line. Despite having a Human Development Index (HDI) of 0.625 in 2017, when weighed against the inequality factor, the HDI drops to 0.452. This inequality is predominant due to the fact that in rural areas 70% of the population lives in poverty, affected by malnutrition, unemployment and lack of access to quality education and basic infrastructure. Inequality particularly affects women, who face discrimination within their homes and society, and across sectors of health, education, employment and access to justice. Women's labour force participation is 24.9 per cent, less than half that of men at 52.5 per cent. Women and girls with disabilities, young mothers, women in vulnerable employment, such as domestic workers, women in rural areas, and others (for example trafficked women, female sex workers and out-of-school girls), have even greater challenges to access their rights as enshrined under the law. Although there is insufficient data to calculate the Gender Inequality Index (GII) for Timor-Leste, the 2017 female HDI value for Timor-Leste is 0.567 in contrast with 0.663 for males. This gender inequality fuels the high levels of violence against women and girls, which remains one of the most widespread human rights abuses in Timor-Leste. A dedicated prevalence survey in 2015 found that 59% of Timorese women (15-49 years) reported having experienced physical and/or sexual violence by an intimate partner in their lifetime. The 2016 Timor-Leste Demographic and Health Survey (DHS) Domestic Violence Module showed variation of prevalence across municipalities, reinforcing the need for targeted interventions that are fully owned by the affected community.</p> <p>To address the challenges of VAWG, the European Union (EU) and the United Nations (UN) have embarked on a new multi-year programme: the EU-UN Spotlight Initiative. The Spotlight Initiative aims to support transformative change on the ground to end violence against women and girls and harmful practices, in numerous countries globally. The Spotlight Initiative in Timor-Leste is implemented through five UN agencies (UN Women, UNFPA, UNDP, UNICEF, and ILO) with a focus on eliminating VAWG, including intimate partner violence and domestic violence. In addition to the five agencies above, the Programme will involve collaboration with the International Organization for Migration, the Human Rights Advisor's Unit, and the World Health Organization.</p> <p>The overall vision of the Spotlight Initiative in Timor-Leste is that women and girls enjoy their right to a life free of violence, within an inclusive and gender equitable Timor-Leste. The programme, aligned to the Timor-Leste "National Action Plan on Gender based Violence (2017-2021)" will contribute to the elimination of domestic violence/ intimate partner violence (DV/IPV) by responding to the needs of women and girls and addressing the underlying causes of violence against women and girls using a multi-sectoral and intersectional approach across the ecological model to implement intervention on the following six outcomes areas:</p> <ul style="list-style-type: none"> <li>• Pillar 1 - Legislation and Policies;</li> </ul>

	<ul style="list-style-type: none"> <li>• Pillar 2 - Institutional strengthening;</li> <li>• Pillar 3 - Prevention of violence;</li> <li>• Pillar 4 - Available, accessible, and acceptable, quality services;</li> <li>• Pillar 5 - Quality and reliable data; and</li> <li>• Pillar 6 - Supporting women's movements and relevant civil society organizations.</li> </ul> <p>This will involve strengthening and widening partnerships and solidarity across civil society, government, media, private sector and development partners, toward building a social movement of diverse advocates for equality and agents of change. These individuals will be supported by institutions that promote equality at the national, sub-national and community levels and influenced by public perceptions that challenge harmful gender norms.</p> <p>To ensure effective and meaningful impact of the Spotlight Initiative in Timor-Leste, the Programme will focus on a comprehensive set of actions at the national level, alongside community-based interventions in 3 of the country's 13 municipalities, namely Ermera, Viqueque, and Bobonaro.</p> <p>The Government, through the General Directorate of Statistics of the Ministry of Finance, has invested in up-to-date and reliable population and socio-economic data. This includes investments in VAWG data and research focusing on the prevalence, incidence and drivers for IPV collected in the DHS and prevalence studies carried out with support from international agencies. However, across government, there is an <b>absence of an integrated and coordinated approach</b> to data collection across national survey and administrative collection instruments, including harmonised definitions and indicators. In addition, the various surveys and administrative data collection systems rarely talk to each other, partially hampered by the fact that many of the government institutions involved use paper based rather than electronic systems. There is also limited engagement between staff of the different institutions during development or implementation of these systems. There are also a range of data gaps in each Information Management System which imposes barriers to identifying the portion of VAWG cases over other cases of violence, for example, as well as in cross-comparison of data between different systems.</p> <p>Main data gaps include:</p> <ul style="list-style-type: none"> <li>• Availability of disaggregated data (based on age, ethnicity, location, socio-economic status, disability and gender identity, etc.) of survivors;</li> <li>• Proportion of survivors aged 15-49 who make informed decisions on their sexual and reproductive health and rights;</li> <li>• data and analysis on policy, legislation and workplace practices around GBV;</li> <li>• data on cultural norms that underlie reproductive coercion; and</li> <li>• data on case management and its standardization to rule of law institutions.</li> </ul> <p>In addition to data gaps, there is low utilization and a weak analysis of capacities to produce, analyze and use existing data on VAWG.</p>
<p>Scope of work:</p> <p><i>(Description of services, activities, or outputs)</i></p>	<p>Through the Spotlight Initiative, UNFPA is seeking for an international consultant to conduct: a. Data landscape mapping to understand what data on VAWG in Timor-Leste is collected, analysed and published for the purpose of monitoring and reporting of SDG 5.2 target indicators and inform evidence-based decision making, and subsequently identify data gaps; b. Apply quantitative expertise to support a Junior international consultant and a national consultant in data mapping and capacity building trainings and serve as team leader for the aforementioned under the supervision of UNFPA staff (outlined below).</p>

	<p>This consultancy focuses on Pillar 5 of the Spotlight initiative: <b><u>Quality and reliable data</u></b></p> <p>Through delivering on all quantitative-related aspects of:</p> <p>Output 5.1: Key partners, including relevant statistical officers, service providers in the different branches of government (Statistics offices, justice, security and health sector) and women's rights advocates have strengthened capacities to regularly collect data related to VAWG, including DV/IPV, in line with international and regional standards to inform laws, policies and programmes.</p> <p>Output 5.2: Quality prevalence and/or incidence data on VAWG, including DV/IPV, is analysed and made publicly available for the monitoring and reporting of the SDG target 5.2 indicators to inform evidence-based decision making.</p> <p><b>Tasks:</b></p> <p>The senior international consultant will work closely with the General Directorate of Statistics to:</p> <ul style="list-style-type: none"> <li>• Conduct a data landscape mapping based on existing national surveys on VAWG and align existing instruments to new intended standards related to VAWG/GBV (with a focus on the DHS DV module, but also covering Labour Force Survey and other relevant instruments).</li> <li>• Produce a situation analysis report based on all existing data sources, legislation and scientific reports on VAWG which outlines the results of the quantitative and qualitative data mapping and outlines data harmonization improvements (including copy of revised questions for inclusion in future instruments in Annex), data gaps and suggestions for capacity building.</li> <li>• Increase access to knowledge on GDS data and support to data access on GDS website. Support updating of the website.</li> <li>• Use their expertise to mentor and guide a junior international consultant (qualitative and data-use capacity building) and a national consultant as team leader under the supervision of UNFPA staff (outlined below).</li> <li>• Prepare all quantitative materials and mentor the junior international consultant to prepare for data literacy training to relevant government institutions and CSOs to increase evidence-based programming, advocacy and policy making and to strengthen the capacity of line ministry statistics/SDG and planning Focal Points from NAP GBV institutions to understand and use gender statistics for better NAP GBV monitoring, budgeting and reporting.</li> </ul>
Duration and working schedule:	70 working days (starting May 2020 until December 2021)
Place where services are to be delivered:	50 days home-based, 2 missions of 2 weeks to Timor-Leste.
Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):	<ul style="list-style-type: none"> <li>• Produce Situation Analysis Report on VAWG data based on existing quantitative data and existing survey data analysis (e.g. DHS) the mapping exercise to be delivered by (December 2020) → includes full analysis of DHS; Produce situation analysis on VAWG based on existing data and based on qualitative data.</li> <li>• Revised instruments (electronic) to match with new intended standards related to GBV. A report based on the exercise and an excel copy of revised questions for inclusion in future instruments to be delivered by (February 2021)</li> </ul>

	<ul style="list-style-type: none"> <li>• Electronic data available on website (March and October 2021)</li> <li>• Data literacy training materials (March and October 2021)</li> <li>• Capacity building training materials (March and November 2021)</li> <li>• Contribute towards trainings in Dili, Ermera, Bobonaro and Viqueque (March and November 2021)</li> <li>• Consultant is expected to complete all the tasks by/latest ( end of December 2021).</li> </ul>
Monitoring and progress control, including reporting requirements, periodicity format and deadline:	Regular consultation (through Skype call, e-mails) and sharing of information and documents with relevant staff of UNFPA and focal point(s) at the General Directorate of Statistics.
Supervisory arrangements:	The consultant will be supervised by the UNFPA GBV Programme Specialist and with the support of Spotlight Initiative Programme Analyst
Expected travel:	2 missions to Timor-Leste during the contract period, travel to Dili, Ermera, Viqueque and Bobonaro
Required expertise, qualifications and competencies, including language requirements:	<p><b>Education</b></p> <ul style="list-style-type: none"> <li>• An advanced degree in Demography, Population Studies or related Social Sciences or equivalent qualifications</li> </ul> <p><b>Experience and Skills:</b></p> <ul style="list-style-type: none"> <li>• At least 10 years of professional work experience on</li> <li>• quantitative data mapping (quality and coverage)</li> <li>• quantitative data analysis</li> <li>• preparing census/survey/research analytical reports</li> <li>• Knowledge and experience in the area of Gender Equality (particularly related to quantitative data)</li> <li>• Knowledge of the Timor-Leste context.</li> </ul> <p><b>Language:</b></p> <ul style="list-style-type: none"> <li>• Proficiency in spoken and written English is required.</li> </ul>
Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable:	UNFPA will provide a work station to the consultant during visits to the country
Other relevant information or special conditions, if any:	UNFPA will share all relevant documents electronically with the consultant
Signature of Requesting Officer in Hiring Office: approved. Date: 15 May 2020	

## HOW TO APPLY

Interested candidate should submit a Cover Letter, and P11 form electronically to [jossoares@unfpa.org](mailto:jossoares@unfpa.org), and registered and submit your profile in the following link: <https://www.unfpa.org/unfpa-consultant-roster>; The deadline for application is 20 May 2020 at 17.00