UNICEF works in some of the world’s toughest places, to reach the world’s most disadvantaged children. To save their lives. To defend their rights. To help them fulfil their potential.

Across 190 countries and territories, we work for every child, everywhere, every day, to build a better world for everyone.

And we never give up.

Country Office: UNICEF Eastern Caribbean Area Office
Workplace of consultancy: Barbados
Duration of Contract: 3 months
Anticipated Start date: 2 September 2019
Anticipated End date: 2 December 2019
Supervisor: Child Protection Specialist

How Can You Make a Difference?

BACKGROUND:
The Government of Barbados believes that every young person should have the opportunity to grow up with a good education, the ability to be fully employed and to participate in their community. Creating a more fair and effective child justice system that supports learning and growth and promotes accountability can ensure that all children have the potential to grow up to be healthy, productive members of society. To this end, the Cabinet of Barbados has approved the Child Justice Bill 2019 which introduces principles that will transition Barbados from a traditionally punitive custodial regime to one that recognizes that children who commit criminal offences are substantially different from adults, are less blameworthy, and that they have a greater capacity for change, with the appropriate interventions and supports.

The Child Justice Bill 2019 significantly overhauls the legislative framework addressing child justice to respond to the gaps identified in the 2015 UNICEF Situation Analysis of Justice for Children in Barbados. See https://www.unicef.org/easterncaribbean/ECAO_Juvenile_Justice_Bdos.pdf. Moreover, the legislation complies with international standards, including those established by the United Nations Convention on the Rights of the Child (CRC) and other international treaties. These included defining a child as anyone under the age of 18 years; establishing the minimum age of 12 as the age of criminal responsibility; removing all status offences; expressly establishing the concept of diversion for all cases that do not need to be formally processed; broadening the range of sentencing options; removing whipping, flogging and all forms of corporal punishment; strengthening the constitutional rights for adolescents charged with offences to ensure the same due process rights guaranteed to adults accused of crimes, including the right to an attorney and the right to confront witnesses against them; and expressly addressing the issue of expungement of criminal records.
PURPOSE/SCOPE OF ASSIGNMENT:
The purpose of the assignment is to create an Implementation Plan for the effective operationalization of the Child Justice Bill 2019. Effective implementation of the Bill necessitates a Plan which supports the network of government and court officials, legal advocates, educators, community leaders, and families working together to ensure that children who make mistakes are held accountable for their behaviour while being treated fairly, effectively, rationally and developmentally appropriate throughout the juvenile justice process.

KEY EXPECTED RESULTS:
1. Statistical updating of the 2015 UNICEF Situation Analysis of Justice for Children in Barbados to confirm the evidence basis for interventions, based on desk review of all available data and information. See https://www.unicef.org/easterncaribbean/ECAO_Juvenile_Justice_Bdos.pdf
2. Series of policymaker, key informant and focus group discussions to determine process mapping for children accused of offences, and for those who would no longer be charged with status offences. This process should, inter alia, answer the following questions and issues:
   a. How will coordination between The Police, Child Care Board, Probation Department, Government Industrial School, Ministry of Health and Ministry of Education and individual schools be managed?
   b. How will children who can no longer be charged with status offences be managed?
   c. What will be the range of diversion programmes and what will be the referral pathways to these programmes?
   d. Propose a transition plan for covering the custodial sentences of adolescents between 16 and 18 years.
   e. Who will be the managing entity for children in the criminal justice system to be responsible for tracking the progress of all children?
   f. Identify the training needs for agencies working under the new legislation.
   g. Propose a coordination mechanism for the support of parents/guardians of at risk and incarcerated children.
3. Examination of the respective roles and duties of the Director of Public Prosecutions and the Commissioner of Police in the Bill and provide recommendations for any amendment to these respective roles and duties in order to achieve a better operation and implementation of the legislative regime in this area.
4. The provision of minimum operational protocols for the operationalization of the Child Justice Bill in line with regional and international best practices.
7. Final Implementation Plan for the Child Justice Bill 2019 in Barbados - Evidence Base and Baseline with Key Result Areas, Activities within Key Result Areas, Timeframe, Responsible Entity, Estimated Budget, Other Required Resources; presentation of visual graphs and key messages; process flows for management of children.
As part of the quality assurance process the Ministry of Home Affairs, UNICEF Office for the Eastern Caribbean and other partners in Barbados will review the deliverables and share comments for inclusion/response at all stages.

**WORK ASSIGNMENT OVERVIEW:**

<table>
<thead>
<tr>
<th>Key Activities/Responsibilities/Tasks</th>
<th>Deliverables/Outputs</th>
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</thead>
<tbody>
<tr>
<td>1. Desk Review of materials along ToR</td>
<td>Inception Report</td>
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<tr>
<td>2. Statistical updating of the 2015 UNICEF Situation Analysis of Justice for Children in Barbados; Series of policymaker, review of roles of DPP and Police and associated recommendations; key informant and focus group discussions and focus group discussions; Draft Implementation Plan for the Child Justice Bill 2019 in Barbados</td>
<td>Baseline and Evidence Base Report; Key Findings Report on the Main Areas of Reform and Coordination Required under the Bill; review of roles of police and DPP; Draft Implementation Plan and appendices as identified</td>
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**TRAVEL REQUIREMENTS:**
The Consultant is expected to be based in Barbados for the duration of the assignment. If the consultant’s place of residence is not Barbados, the consultant is responsible for arranging his/her own travel, including bearing the costs visas and travel insurance. The Consultant should submit a financial proposal for UNICEF’s reimbursement for one return flight between the place of residence and Barbados, based on the most direct, economical route, and for a monthly living allowance in Barbados. All approved travels to be conducted in accordance with UNICEF travel rules and regulations.

**EDUCATION/EXPERIENCE/SKILLS REQUIREMENTS:**
- A minimum of a Master's degree in Law, particularly Human Rights/Family Law; Social Work, Child Protection, Social Development, Criminal Justice or applied fields
- A minimum of 7 years of experience in child protection and juvenile justice, in a leadership, advisory or change management role is expected.
- Expert knowledge on Children’s human rights, the UNCRC, international best practice on child justice and child protection systems,
- Good participatory research experience
- Ability to depict process flows and facilitate groups around contentious issues affecting children
- Good writing skills
- Fluent in English

For every Child, you demonstrate...

UNICEF’s core values of Commitment, Diversity and Integrity and core competencies in Communication, Working with People and Drive for Results.
Before commencing work, a consultant or individual contractor shall submit a statement of good health and take full responsibility for the accuracy of that statement, including confirmation that he or she has been informed of the inoculations required for the country or countries to which travel is authorized. Consultants and individual contractors shall assume all costs that may occur in relation to the statement of good health.

Consultants and individual contractors are required to certify that they are covered by medical/health insurance.

**RECOUSE:**
UNICEF reserves the right to withhold all or a portion of payment if performance is unsatisfactory, if work/outputs is incomplete, not delivered or for failure to meet deadlines. Performance indicators against which the satisfactory conclusion of this contract will be assessed include: timeliness/quality of submission and responsiveness to UNICEF and counterpart feedback.

**PROPERTY RIGHTS:**
UNICEF shall hold all property rights, such as copyright, patents and registered trademarks, on matter directly related to, or derived from, the work carried out through this contract with UNICEF.

**TRAININGS:**
Consultants and Individual contractors, even those working from home, must complete the following online courses prior to signature of contract. All certificates should be presented as part of the contract.

- [Ethics and Integrity at UNICEF](#)
- [Prevention of Sexual Harassment & Abuse of Authority](#)
- [Sexual Exploitation Abuse (PSEA)](#)

Consultants and Individual Contractors must complete the following course before commencement of any travel on behalf of UNICEF.

- [BSAFE Security Training](#)

Any consultant or individual contractor who is issued a UNICEF email address must complete the following courses no later than 30 days after signature of contract.

- [UN Human Rights and Responsibilities](#)
- [UNICEF Information Security Awareness Course](#)
- [Fraud Awareness](#)

**HOW TO APPLY:**
Prospective consultants should apply through UNICEF jobs website using the following link: [https://www.unicef.org/about/employ/?job=525520](https://www.unicef.org/about/employ/?job=525520), no later than **Tuesday, August 20th, 2019**. The application package should include the following:

a. A cover letter;
b. A detailed curriculum Vitae
c. A proposal with a detailed budget inclusive of estimated travel costs.

**Please note all application documents must be uploaded via the e-recruitment system.**

UNICEF is committed to diversity and inclusion within its workforce, and encourages all candidates, irrespective of gender, nationality, religious and ethnic backgrounds, including persons living with disabilities, to apply to become a part of the organization.
UNICEF has a zero-tolerance policy on conduct that is incompatible with the aims and objectives of the United Nations and UNICEF, including sexual exploitation and abuse, sexual harassment, abuse of authority and discrimination. UNICEF also adheres to strict child safeguarding principles. All selected candidates will, therefore, undergo rigorous reference and background checks, and will be expected to adhere to these standards and principles.

Only shortlisted candidates will be contacted and advance to the next stage of the selection process.