

UNICEF GUYANA AND SURINAME
TERMS OF REFERENCE
FOR CONSULTANTS

*National Consultant
Strengthening capacity of the staff of Delinquency Care Department*

Country Office: Guyana - Suriname
Duty station: Paramaribo - Suriname
Consultancy title: Strengthening Capacity of staff of the Delinquency Care Department (Afdeling Delinquenten Zorg) from the Ministry of Justice and Police and empowerment of children in detention
Supervisor: CP officer
Duration of Contract: June -December

I. PART ONE – External

1. Background

Incidents of violence occur both in pre-detention and detention, sometimes as punishment. Violence can be committed by service personnel, adult detainees, other children, or the result of self-harm (United Nations, 2012).

UNICEF's mandate for children covers adolescents up to the age of 18 and it is their rights we are primarily concerned with. However, youth over 18 years have proven to be key change makers and champions of children's and adolescents' rights and for this reason are included as a key stakeholder in UNICEF Strategic plan.

According to a recent study 64% of the children in pre-detention and 81% of children in detention experience violence at the hands of service providers and their peers (Institute for Graduate Studies of the Anton de Kom University 2017). Based on the results of the studies recommendations were made for capacity building of those working within the justice system must ensure the protection of the rights of the children in conflict with the law in conformity with the Convention on the Rights of the Child. Furthermore, it is also recommended to work on the empowerment (behavior Change) of the children, so that they learn how to deal with their aggression and emotions in conflict situations. This can also help avoiding violence and will help their reintegration into the society after their detention.

Article 40 of the CRC: States Parties recognize the right of every child alleged as, accused of, or recognized as having infringed the penal law to be treated in a manner consistent with the promotion of the child's sense of dignity and worth, which reinforces the child's respect for the human rights and fundamental freedoms of others and which takes into account the child's age and the desirability of promoting the child's integration and the child's assuming a constructive role in the society.

The Delinquency Care Department of the Ministry of Justice and Police, which is responsible for the resocialization of the children in conflict with the law will conduct capacity strengthening of their service providers and empowerment of the children in the detention for a better reintegration in the society.

2. Purpose of the Assignment

1. Capacity strengthening of the staff of the Delinquency Care Department of the Ministry of Justice and Police to enhance their knowledge.
2. Empowerment (behaviour change) of the children in detention with the focus on facilitating reintegration into the society.
3. Training of trainers (staff Delinquency Care Department)

3. Scope and Methodology

Strengthening the capacity Delinquency Care Department to ensure the protection of the rights of the children in conflict with the law in conformity with the Convention on the Rights of the Child during their stay in the detention. The training will be theoretical and practically oriented, so that the service providers can apply the acquired knowledge and skills in the best interest of the child when performing their task.

Empowerment of the children in the detention, through training, workshop and creativity, to stimulate behaviour change of the children in detention

4. Major Tasks to be accomplished:

Under supervision of the Child Protection Officer and in close collaboration with the Policy advisor of the Ministry of Justice and Police (Head of the Delinquency Care Department) the consultant/training institute will develop a training program in the best interest of the child.

More specifically, he/she will:

- Develop a training program for the staff of the Delinquency Care Department and other personnel of the Ministry of Justice and Police to guide the children in detention taking into account the best interest of the child.
- Development of a training program to empower (behaviour change) the children in detention, with the focus of facilitating reintegration in the society.
- Development of train the trainers manual.
- Training of the staff of Delinquency Care Department and other personnel of the Ministry of Justice and Police in the following aspect such as: Dealing with aggression & aggression control, communication skills, Pedological skills, teambuilding, dealing with conflict situations, establishing and maintaining of the empathic relationships, develop and stimulate the internal ethical system, dealing with conflicts situations and authority relations, nonviolent communication, dealing with emotions and feelings and reporting skills).
- Training of the children in the detention (Dealing with aggression & aggression control, communication skills, verbal and non-verbal communication, dealing with emotions and feelings, improvement of self-image and self-worth, social skills.
- Training of trainers (Pedological skills, subject-specific and didactic competent, organizational skills, teambuilding, reflection and development).
- Evaluation sessions with the staff and juvenile in detention

5. Deliverables and deadline(s) for submission:

Deliverables	Estimated Number of working days	% of payment
1. Detailed workplan with a specific time-table	10 days	10%
2. Development of training programs and training materials	25 days	30%
3. Final report of the trainings	75 days	50%
4. Final report on evaluation sessions	40 days	10%

6. Estimated duration of contract and Tentative Dates:

Duration: 6 months

Tentative dates: June 15, 2018 – Dec 15, 2018

7. Duty Station: Paramaribo/Suriname

8. Official Travel Involved: N/A

9. Qualification or Specialized Knowledge/Experience Required:

The Consultant should have:

1. Master's Degree in Sociology, Psychology, Social Work, or related fields.
2. At least 5-8 years' experience with training development and provision in regard to service providers for children in conflict with the law such as social workers, penitentiary staff and police officers.
3. Proven extensive experience with facilitating/moderating training skills.
4. Proven extensive experience with working in child protection sector specifically children in conflict with the law and the best interest of the child.
5. Knowledge regarding the Convention on rights of the Children, and the international norms and standard for the children in detention.
6. Fluently in Dutch and to be able to communicate in Sranang