

## Psychosocial Counsellor Adviser, Tuvalu

### Terms of Reference

<b>Reports to:</b>	<b>Ministry of Home Affairs, Government of Tuvalu and Senior Program Manager, Pacific Women Support Unit</b>
<b>Location:</b>	<b>Funafuti, Tuvalu</b>
<b>Duration:</b>	18 months
<b>ARF Classification:</b>	Discipline Group B Level 3

### Overview of Role

The Psychosocial Counsellor Adviser will be based within the Community Affairs Department, Ministry of Home Affairs. The role will be focused on establishing referral and follow-up protocols in view of legislative requirements and improving counselling services by developing policies and guidelines and an overall framework for counsellors to operate. It will also focus on supporting the development of a pool of local counsellors to support the sustainability of counselling services in Tuvalu.

### Program Background

Pacific Women Shaping Pacific Development (*Pacific Women*) was announced by the Australian Government at the Pacific Island Forum Leaders' meeting in August 2012. It commits up to \$320 million over 10 years in 14 Pacific Islands Forum member countries.

The program aims to improve opportunities for the political, economic and social advancement of Pacific women. *Pacific Women* will support countries to meet the commitments they made in the 2012 *Pacific Leaders Gender Equality Declaration* (PLGED). The intended outcomes sought by *Pacific Women* are:

1. Women, and women's interests, are increasingly and effectively represented and visible through leadership at all levels of decision-making.
2. Women have expanded economic opportunities to earn an income and accumulate economic assets.
3. Violence against women is reduced and survivors of violence have access to support services and to justice.
4. Women in the Pacific will have a stronger sense of their own agency, supported by a changing legal and social environment and through increased access to the services they need.

*Pacific Women* is implemented by Australia's Department of Foreign Affairs and Trade (DFAT) and works with a wide range of implementing partners, including the 14 partner governments, multilateral organisations, international and national NGOs, civil society organisations, and DFAT country posts.

The *Pacific Women* Support Unit provides the program with logistical, technical and administrative support and is located in Suva, Fiji, with a sub-office in Port Moresby, Papua New Guinea (PNG).

An important element of *Pacific Women* is delivery of support through individual country plans. These country plans provide the detail on what will be funded and how these funding decisions are made. Country plans represent locally relevant responses and align with country specific gender policies and priorities.

## Background

In 2015, Tuvalu developed its first country plan for *Pacific Women*. This country plan commits up to AU\$1.8 million over three years (2015 – 2018) for initiatives supporting women's empowerment in Tuvalu. The design of this plan strongly reflects the concerns, needs and priorities of women, girls and people with disabilities, along with the expressed needs of service providers working on equality and empowerment issues in Tuvalu. The first Tuvalu country plan was developed through a comprehensive literature review and an in-country design mission that included consultations with a wide range of stakeholders representing government, local leaders, NGOs, churches, the private sector and through direct discussion with women, youth and people with disabilities.

According to the Pacific Community (SPC) and the Government of Tuvalu (GoT) endorsed Gender Mainstreaming Stocktake (2013), violence against women in Tuvalu is an issue that often remains unreported and constitutes an alarming threat to the rights and dignity of women. The 2007 Tuvalu Demographic and Health Survey reported that four in ten women have been subjected to some type of physical violence, with their current husbands or partners being the main perpetrators (84.6%). In particular, women and girls with husbands and boyfriends who drink alcohol excessively are far more likely (72%) to experience physical, emotional or sexual violence than those whose partners do not drink (27%). It is estimated that around half of all reported acts of physical violence were reported by women aged 25–29 years. The 2007 Demographic and Health Survey highlighted that the prevalence of domestic violence and violence against women is not linked to place of residence (i.e. Funafuti or outer islands), employment status, marital status, educational level or number of children. The 2017 Tuvalu Study on People with Disability also highlights that people with disabilities particularly women are subjects to all forms of abuse, including sexual abuse.

## Purpose of the Role

There are currently no qualified counsellors in Tuvalu, despite the fact that the demand for counselling services is increasing due to: i) the growing public recognition of human rights resulting from awareness campaigns on carried out by GoT and civil society agencies on various UN human rights Conventions; and ii) the increasing number and seriousness of social problems including; substance abuse, marginalisation of youth, urbanisation, crowded housing conditions, lack of training and employment opportunities and tensions between traditional and western values and practises. Further, the demand for counselling services is expected to further intensify as implementation of the new Family Protection and Domestic Violence Act commences.

The Psychosocial Counsellor is a critical position that will be mobilised under the Tuvalu country plan. The Psychosocial Counsellor will be based within the Community Affairs Department, Ministry of Home Affairs and work in close partnership with the Gender Affairs Department and Police of the Office of the Prime Minister, the Ministry of Education and civil society organisations. This role will serve to improve counselling services by developing policies and guidelines and an overall framework for counsellors to operate. It will focus on providing counselling services with a strong focus on women, children and people with disabilities in Tuvalu who have experienced violence.

## Roles and Responsibilities

The primary objectives of this position are to:

- Address the immediate demand of counselling services through the placement of a qualified counsellor, while concurrent training of a cadre of Tuvaluan professional counsellors is underway to ensure the sustainability of this service.
- Work with relevant in-country stakeholders to develop a set of minimum standards for survivors of violence.
- In collaboration with the Domestic Violence Unit of Police Services and the Domestic Violence Committee, People’s Lawyers Office to establish referral and follow-up protocols in view of legislative requirements under the Family Protection and Domestic Violence Act and monitor the effectiveness of new systems.
- Support the creation of a pool of local counsellors to sit either within the a relevant government ministry or civil society organisation and support students enrolled in the APTC Counsellor Training Program and provide guidance to the APTC trainer on counselling related issues in Tuvalu to ensure appropriate curriculum materials and skill development.
- Establish protocols and standard operating procedures for emergency department and outpatient clinics on identifying and delivery of minimum service standards on domestic violence, including data collection and management.
- Provide guidance on self-care strategies for GoT and CSO staff who work directly with women and children who are survivors of domestic violence.
- Conduct research on ‘safe spaces’ and other crisis situation refuge options for women and children.
- Assess suicide and attempted suicide prevalence in Tuvalu and recommend strategies to address this issue.
- Assess the situation of bullying in schools and how it relates to gender roles and to work with the Ministry of Education, Youth and Sports (MEYS) to develop a strategy to reduce bullying incidents.

## Outputs and Timeframes

Output	Description / Means of Verification	Due Date
<ul style="list-style-type: none"> <li>▪ Finalise 1st Adviser annual work plan, including approval by the relevant ministry/ organisation and DFAT</li> </ul>	<ul style="list-style-type: none"> <li>▪ Submission of annual work plan</li> </ul>	Six weeks after commencement of assignment
<ul style="list-style-type: none"> <li>▪ Provide on-going skills development and mentoring support to key national ministry and stakeholder organisations as per agreed annual work plan</li> </ul>	<ul style="list-style-type: none"> <li>▪ Submission of quarterly progress reports</li> </ul>	Quarterly throughout assignment
<ul style="list-style-type: none"> <li>▪ Provide ongoing counselling services to women, children and people with disabilities in Tuvalu who have experienced violence</li> </ul>	<ul style="list-style-type: none"> <li>▪ Submission of quarterly progress reports</li> </ul>	On-going during assignment.

Output	Description / Means of Verification	Due Date
<ul style="list-style-type: none"> <li>Finalise 2nd Adviser work plan for remaining duration of assignment, including approval by the relevant ministry/organisation and DFAT</li> </ul>	<ul style="list-style-type: none"> <li>Submission of revised annual work plan</li> </ul>	Six months after commencement of assignment
<ul style="list-style-type: none"> <li>Provide quarterly reports to GoT, DFAT and Pacific Women Support Unit on progress of assignment</li> </ul>	<ul style="list-style-type: none"> <li>Submission of quarterly progress reports</li> </ul>	Quarterly throughout assignment

## Duration and Timing

The Adviser will be mobilised in January 2018. The position is currently funded up for a duration of 18 months until June 2019. The Adviser will undergo an annual performance appraisals that will inform assignment continuation.

## Essential Criteria

- Relevant qualifications in social work, Psychology or related Disciplines.
- Demonstrated skills and experience in community engagement and community education on primary prevention in relation to violence against women and children.
- Demonstrated knowledge of interpersonal communication skills and counselling theory.
- Establishment of or key responsibility for case management models of violence against women and children service delivery.
- Demonstrated skills in case management in domestic violence service delivery.
- Demonstrated understanding of violence against women and children, particularly domestic violence, gender and child protection issues in a range of contexts.
- Experience in developing clinical practice standards for violence against women and children and domestic violence service delivery.
- High level interpersonal, leadership, representation and communication skills.
- Commitment to team work, coaching and mentoring other people.
- Ability to cope with cultural isolation and a standard of living that may be different.
- Patience, tolerance and flexibility.