



CONSELHO DE IMPRENSA DE TIMOR LESTE  
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## CONSELHO DE IMPRENSA DE TIMOR-LESTE (CI)

### TIMOR-LESTE PRESS COUNCIL (TLPC)

#### Term of Reference for National Consultant for Development of National Guideline for Journalists and Reporters on Gender-Based Violence A THREE - MONTH JOB TERMS

##### A. Background

Currently, it is widely recognized in Timor-Leste that there is a large scope to improve the quality of journalism in the country. The media is often said to be the fourth pillar of a democracy—alongside the government, parliament, and judiciary—and it has a pivotal role to play in a healthy, functioning democratic system. The media can play an important role in deepening democracy in important ways. It can help promote a political debate and keep a government accountable to an informed citizenry, and can play several roles in the political process, including a ‘watch-dog’ role to monitor the political process, contribute to political education, and prevent violence. The Constitution of Timor-Leste sets out freedom of the press and freedom of expression as outlined in the Article 40 and 41. The country also has ratified more than ten international conventions relating to human rights and civil and political rights, which of course guarantee the freedom of the press and freedom expression.

It is the fact that the media in Timor-Leste are biased and have not been sensitive in reporting the issue of people with disability, women, children and LGBT in the country. It is necessary indeed for the country's media outlets to use the appropriate words when naming something, which is related to these vulnerable and minority groups. There has also been no editorial policy and guide-style in place to help facilitate journalists and the media in applying inclusive journalism for the mentioned vulnerable and minority groups in the country. So, it is also important to make the media outlets' news stories and news rooms to be inclusive on the issue of race, gender, children and people with disability. Provocative and sensational news stories have many times been transmitted by some online newspapers during the country's political deadlock since 2018. Such media reporting has drawn criticism of the civil society organizations, academics and the politicians, saying the media does not help promote peace and stability, which leads to the national development of the country.

Timor-Leste's women have played an active role in the struggle for independence, peace building, and politics. Their participation and influence is notable at the national level; however, women's lower levels of education and literacy, as well as a male-dominated culture, have limited their ability to contribute to local governance. Timor-Leste has one of the highest proportions of women parliamentarians in the world and the highest in Asia and the Pacific. Women hold a 38% share of the 65 parliamentary seats.

The United Nations Development Program (UNDP) and the Press Council is partnership to develop a draft of gender sensitive reporting guideline, which aims to help facilitate the country's media and

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journalists in reporting gender issue and also as a best practice for the media outlets in the country to fairly treat their female journalists in the news rooms, especially about the domestication of human resources in the news. The draft of the guideline will also help facilitate each media outlet's editorial policy to create a special page for raising gender-based violence issue in the media.

## **B. Project description**

To address the challenges of VAWG, the European Union (EU) and the United Nations 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 Initiative comes with the highest level of commitment globally and is governed by the UN Deputy Secretary-General and the Vice President of the EU Commission.

The Spotlight Initiative in Timor-Leste is implemented through five UN agencies (UN Women, UNFPA, UNDP, UNICEF, and ILO) with a focus on addressing intimate partner violence and domestic violence. In addition to the five agencies above, the Programme involves collaboration with the International Organization for Migration, the Human Rights Advisor's Unit, and the World Health Organization.

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.

## **C. Objective**

The objective of this term of reference is to:

- a. Develop of National Guidelines for Journalists and Reporters on Reporting on gender-based violence
- b. Disseminate, awareness raising, and socialization of the guidelines for journalists, including training of journalists
- c. Establish a mechanism at the Press Council to wares best practice examples and success stories on gender-based violence reporting

## **D. Method of recruitment**

- The recruitment will be conducted through a short-list of candidates and interview (either zoom or a direct interview)
- Only selected person will be contacted
- Application deadline until 23:00, 26<sup>th</sup> May 2021

## **E. Scope of work**

The National Consultant will work together with the press council and the UNDP to enhance and institutionalize GBV survivor-centered reporting and journalism. And will be in communication with the international consultant about the draft of the development national guidelines for journalists and reporters on reporting on gender-based violence. The national consultant is also assigned to help produce the annual activity report of the press council on the basis of the executive



director's advice and request. The specific job descriptions of the national consultant are mentioned below:

**a. Assisting the international consultant to develop National Guidelines for Journalists and Reporters on Reporting on GBV/IPV/etc.**

- Undertake initial research on how journalists in Timor-Leste currently report on GBV/IPV and gender-related topics by reviewing articles/media content generated on these topics as well as by consulting media institutions and associations (printed and online press, TV, radio). The press council shall suggest institutions and organize the consultations.
- Based on the findings of the initial research and existing material, produce a situational report explaining good practices as well as the current limitations and challenges in reporting on GBV/IPV and gender-related topics in Timor-Leste. The report shall also make suggestions of short-, mid- and long-term actions to remedy these limitations, in consultation with the Press Council.
- Based on the situational report, draft national guidelines for journalists and reporters on gender-sensitive reporting on GBV/IPV and other gender-related topics. The guidelines shall be as concrete and practical as possible (for example the inclusion of a checklist or a list of Dos and Don'ts) and as specific to the country's reporting challenges as possible. The guidelines shall be developed through a participative process to ensure ownership by the Press Council as well as journalists and reporters in general, and validation by civil society working with survivors of GBV. Extra attention should be dedicated to make sure the guidelines do not duplicate already existing internal and external material.

**b. Assisting the international consultant in disseminating, raising awareness, and socializing the guidelines with relevant stakeholders.**

- In concertation with the Press Council, develop a strategy and workplan to best disseminate, raise awareness and socialize the guidelines. The strategy and workplan shall not be limited to Dili, but also encompass the target municipalities (Ermera, Bobonaro and Viqueque).
- Support the Press Council in implementing the strategy and workplan as necessary, including, but not limited to, delivering conferences on the guidelines and practical workshops to go beyond the theory and support participants in how to implement the guidelines in their reporting work.
- Support the Press Council with integrating the guidelines into the existing journalist trainings required for accreditation.
- Support the Press Council with establishing a monitoring framework to track and assess the implementation of the guidelines.

**c. Assisting the international consultant to establish a mechanism at the Press Council to award best practice examples and success stories on GBV/IPV/etc. reporting, involving GBV/IPV/etc. survivors in the process (e.g. as part of the jury)**

- Undertake preliminary research on best examples or lessons learned from around the world on similar award mechanisms.
- Based on the findings of the preliminary research and on the unique context of Timor-Leste, develop a concept note on an award mechanism (including its objective, functioning, stakeholders, collection of success stories on GBV reporting, involvement of survivors, decision-making process, sustainability, implementation process, etc.). This mechanism



shall be developed in close concertation with the Press Council as well as civil society organizations that work with survivors of GBV and be wary of sustainability concerns.

- Support the Press Council in establishing the mechanism, from initial stages to the successful organization of the first award edition.

**F. DURATION OF CONTRACT;**

- Duration of the contract for the selected national consultant is short term (only 3 months) with a monthly based-salary \$3000
- Start 1<sup>st</sup> June 2021.

**G. Working Coordination**

The selected national consultant will work closely to the assigned international consultant, and related departments of the Press Council under the auspicious and supervision of the president and the executive director of the Press Council.

**H. Professional Experiences:**

- a. Bachelor degree or master's degree in relevant area or Minimum of 5 years' relevant work experience
- b. Experience in developing journalism guidelines, specifically gender-sensitive guidelines.
- c. Experience reporting on gender-based violence, intimate partner violence, etc.
- d. Previous experience providing trainings, workshops, and awareness raising and developing accompanying training materials.
- e. Experience working with national press institutions, media outlets, and relevant media actors.
- f. Knowledge of the Timorese context or similar development contexts, specifically in relation to the GBV/IPV/etc. is an asset

**I. Functional / Technical Knowledge:**

- a. Excellent communication skills, including the ability to consolidate and convey key information from multiple sources
- b. Excellent understanding of survivor centered GBV/IPV/etc. reporting and language
- c. Knowledge of international best practice on GBV/IPV/etc. reporting and communication
- d. Ability to coordinate with others, work as a team, as well as work independently
- e. Excellent time management and ability to produce outputs as per agreed deadline

**J. Language Skills**

- a. Fluent in English with excellent writing abilities
- b. Knowledge of Tetum is an asset
- c. Knowledge of Portuguese is an asset

Dili, 18 May, 2021

  
**Rigoberto Monteiro**  
**Executive Director**

