



SPECIFIC TERMS OF REFERENCE

An Assessment of Scale and Impact Gender Based Violence (GBV), Homicide and Femicide in Lesotho

Location:	Maseru
Application Deadline:	10 June 2022
Type of Contract:	Individual Contract
Post Level:	Local Consultant
Languages Required:	English
Starting Date:	20 June 2022
Duration of Initial Contract:	20 June – 04 July 2022
Expected Duration:	15 days

BACKGROUND AND CONTEXT

Lesotho ranks 139, out of 189 countries, in UNDP's 2019 Gender Inequality Index, slightly better than it performs in the overall 2019 Human Development Index (169 out of 189 countries, improving to 165 in 2020). However, Lesotho's Gender Inequality Index scoring has been in decline since 2014.

The number of seats held by women in national parliament has decreased since 2017, to 23% in 2020. Women hold 39% of seats in local Government due to legislation that reserves specific seats for women, yet this has been associated with unconfirmed reports of female councillors being murdered by men for their positions in the community. Only 36.2% of firms hire a woman as their top manager. Young women are particularly prone to unemployment (41.5%), compared to young men (31.2%) and women overall (22.3%). Women are paid 15% less on average (Maloti 3,062.70 per month) than men (Maloti 3,619.50).

Despite laws against gender-based violence, and interventions supported by the King, GBV is prevalent throughout society. A study by Gender Links shows that 86% of women in Lesotho have experienced GBV in their lifetime, and over 50% of women experienced Intimate Partner Violence (IPV). The GBV situation in Lesotho is characterized by stigmatization of GBV survivors, who are blamed for the violence they experience, even among women, who show high levels of acceptance of Violence Against Women and Girls. Women and girls often remain silent because of the fear of revictimization as well as their individual feelings of shame and embarrassment of their experience of violence. At the same time, there is lack of private and public discourse on GBV that could stimulate a change in social norms that perpetuate this type of violence.

Lesotho has one of the highest rape rates in the world (82.68). Reliable statistics on GBV, femicide and homicide is hard to come by, and yet reports of husbands beating and in some extreme cases decapitating their wives' bodies are a regular. Marriages are in trouble as many wives separate from their husbands because of violence. Rape of women and girls are also reported to be on the rise. The gay and lesbian community is discriminated against, and in some cases fail to get support from the law enforcement agencies.

OBJECTIVE

1.1. The overall objective of the assessment is to establish the scale and impact of GBV, homicide and femicide in Lesotho, recommend policy and legislative measures to address the causes, and interventions thereof. The data from the assessment will complement what is available from relevant law enforcement agencies as well as institutions like the Bureau of Statistics and will provide a baseline for the justice system to address rising cases of violence against women and identify strategies to break the cycle of violence.

1.2. Specific Objective

- 1.2.1 The specific objective of this assessment is to research for scientific evidence regarding the existence of forms of gender and sexual violence and why such persists, in which context, and under which conditions.
- 1.2.2 Assess the capability of the justice sector to deal with the rising case load, ensure swift and fair justice for all; whilst at the same time catering for the psychosocial needs of victims and rehabilitation of perpetrators as a means of breaking the cycle of violence.
- 1.2.3 Identify community-based structures which reinforce negative patriarchy that could be transformed into safe spaces and instruments of deterrence and social cohesion will also be needed. Digital options of deterrence can also be explored.

Expected Outputs and Deliverables

The schedule of outputs is expected to be as follows:

Expected Output	Duration	Target Dates	Responsible for review
1. Within THREE days of the start of the assignment, a concise draft inception report, outlining the work plan and methodology to be used, for the full period of assignment will be prepared.	3 days	June 23	Ministry of Justice and Law, UN Women, WILSA, UNDP
2. An Assessment Report detailing the following incidents of crime pertaining to GBV, Femicide and Homicide in the country, reasons behind these worrisome trends.	10	July 03	Ministry of Justice and Law, UN

Capability of the justice sector to deal with the rising case load, ensure swift and fair justice for all; psychosocial needs of victims and rehabilitation of perpetrators Identify community-based structures which could be transformed into safe spaces and instruments of deterrence and social cohesion will also be needed. Digital options of deterrence can also be explored.			Women, WILSA, UNDP
3. A validation meeting and report of the Assessments carried out with key stakeholders	04	July 4, 2022	Ministry of Justice and Law, UN Women, WILSA, UNDP
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Institutional Arrangements

- The expert is responsible to the UNDP Governance Unit and will work under the direct supervision of GPU Staff for consultations on delivering the expected outputs.
- The Consultant will prepare reports (Inception and final) and submit reports by email. At least 5 days lead time must be allowed for review and feedback on submitted content.
- Both in person and virtual tools may be used for stakeholder engagement and collection of information, ensuring compliance to the COVID-19 regulations.
- Payments will be processed based on approved and certified milestones.
- The consultant should have his / her own computer, access to internet and other logistical arrangements as necessary to complete the assignment.

Duration of the Work and Duty Station

The assignment will require an initial estimated 15 days. The implementation of the assignment is expected to take place during the months of June - July, 2022.

Qualifications and Skills Qualifications:

Education : Master's Degree in Social Science (Or equivalent).

Language: Excellent written and spoken English and Sesotho

General Professional Experience

- At least 6 years' experience in an area relevant to the assignment.
- Demonstrated cross-cultural sensitivity; interpersonal, communication and negotiation skills;
- Excellent report writing skills and ability to produce quality documents.
- Possesses very good analytical skills.
- Experience in a southern Africa context would be considered an added advantage.

Specific Professional Experience

- At least 5 years work experience in the field of research, demographics
- Experience and wide networking skills especially amongst civil society women led organizations.
- Duly accomplished Letter of Confirmation of Interest and Availability using the template provided by UNDP.
- Personal CV or P11, indicating all experience from similar projects, as well as the contact details (email and telephone number) of the Candidate and at least three (3) professional references.
- Brief description of why the individual considers him/herself as the most suitable for the assignment, and a methodology, on how they will approach and complete the assignment.
- Financial Proposal that indicates the all-inclusive fixed total contract price, supported by a breakdown of costs, as per template provided. If an Offeror is employed by an organization/company/institution, and he/she expects his/her employer to charge a management fee in the process of releasing him/her to UNDP under Reimbursable Loan Agreement (RLA), the Offeror must indicate at this point, and ensure that all such costs are duly incorporated in the financial proposal submitted to UNDP.

8.0 Criteria for Selection of the Best Offer

A successful Consultants will be selected based on the Combined Scoring method – where the qualifications and methodology will be weighted a max. of 70% and combined with the price offer which will be weighted a max of 30%. The criteria for scoring will be guided by the following:

Criteria for technical evaluation	Ranking
Academic Qualification	20%
Professional Experience as outlined in section 6.0 above	30%
Quality of previous work – presentation and English writing skills (Sample report of previous work)	15%
Methodology and Technical Proposal	35%
Total	100%

Annexes to the TOR

- Letter of confirmation interest and availability template
- P11
- Sample report or research

11.0 Submissions

Interested offerors may submit their applications to:

REF: An Assessment of National Gender Based Violence (GBV), Homicide and Femicide in Lesotho

Electronic submissions must be sent to: ls.procurement@undp.org.

TOR Approval:

Prepared by: Thabo Mosoeunyane
Governance Specialist

DocuSigned by:
Thabo Mosoeunyane
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31-May-2022
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(Date)

Approved by: Nessie Golakai-Gould
Deputy Resident Representative

DocuSigned by:
Nessie Golakai
D1E7035AE727472... (Signature)

31-May-2022
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(Date)