

CORE VALUES: INTEGRITY, PROFESSIONALISM, RESPECT FOR DIVERSITY

## CONSULTANCY ANNOUNCEMENT

### TERMS OF REFERENCE

<b>POSITION TITLE</b>	: Quick Reference Guide for first responders on the identification of GBV within rescued trafficked victims
<b>ORGANIZATION</b>	: United Nations Office on Drugs and Crime
<b>TYPE OF CONTRACT</b>	: Individual Contract (National)
<b>REGIONAL OFFICE</b>	: Pretoria, South Africa
<b>DUTY STATION</b>	: Home-based
<b>PROPOSE PERIOD</b>	: 22 February 2021- 16 April 2021
<b>ACTUAL WORK TIME</b>	: 30 working days
<b>FEE RANGE</b>	: Allocation \$7,500

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#### 1. BACKGROUND OF THE ASSIGNMENT:

The United Nations Office on Drugs and Crime (UNODC) Regional Office for Southern Africa (ROSAF) implements a Regional Programme aimed at combating Gender Based Violence (GBV) and Trafficking in Persons and Smuggling of Migrants. This project is run in collaboration with the Southern Africa Development Community (SADC) partners. Gender based violence is both an important driver of trafficking in persons and a tool to manipulate and control women, children and even men into both sex work and forced labor across all forms of trafficking. Gender-based violence against women is a widespread and a serious violation of human rights. Although the rates at which women are exposed to violence, vary from one country to another, statistics indicate that violence against women is a universal phenomenon and women are subjected to different forms of violence both within and outside their homes. With a global review of available data finding, the United Nations Secretary General has described gender-based violence against women as “reaching epidemic proportions”. Indeed, 35 per cent of women worldwide have experienced either physical and/or sexual violence. According to the Global Study on Homicide published by UNODC (2018), Africa is the continent where women are most at risk of being killed by intimate partners or family members.

The criminal justice chain is failing women victims of violence. This is due to loopholes in criminal legislation, its poor enforcement, insufficient capacity in the criminal justice system, discriminatory attitudes among criminal justice practitioners and a lack of sufficient and dedicated resources. This failure results in a high level of cases of violence going unreported and unprosecuted, a profound lack of confidence and trust in criminal justice institutions, high levels of impunity for perpetrators, a high percentage of victims whose needs for assistance, protection and redress is neither recognized nor met. In South Africa, gender-based violence is a vastly widespread issue, that presents a real, daily threat for millions of people. The UN's Sustainable Development Goal 5 on gender equality calls for an end to all violence against, and exploitation of, women and girls. Furthermore, South Africa is a primary destination for trafficked persons in the Southern African region and within Africa at large. It is also an origin and transit country for: trafficking towards Europe and North America. Trafficking affects women, men and children exploited in forced labour, commercial sex, forced begging and forced criminality. Foreign male forced labour victims have also been detected on fishing vessels in South Africa's territorial waters. Internally, girls are trafficked from rural to

urban areas for sexual exploitation and domestic servitude, while boys are forced to work in street vending, begging, agriculture, mining, and criminal activities. There remain challenges in the identification, protection, and support for GBV victims identified within trafficking in persons and smuggled migrants' context especially amongst vulnerable populations.

Trafficked persons tend to be linked to common underlying social determinants rooted in, among other things, exposure to extreme violence, coercive relationships, mental health issues and poverty. Many display the lack of sensitization toward the histories of GBV and how coercion and abuse are common factors in these women who live in fear. Including dimensions of GBV or its severity is not always provided for, in trafficked persons. Hence, there is a gap in interagency working between SAPS, social development, with regard to addressing GBV and following up on those involved in trafficking.

In that regard, UNODC intends to provide technical support to South Africa in developing a Quick Reference Guide for First Responders on the Identification of Gender Based Violence (GBV) within rescued trafficked persons aimed at strengthening capacity of first responders in ensuring identification, holistic service delivery and referral of GBV victims

## **2. PURPOSE OF THE ASSIGNMENT:**

The purpose of the assignment is to draft a reference guide for first responders on the identification of Gender Based Violence (GBV) within rescued trafficked women and perhaps, smuggled migrants. Of note is that, including dimensions of GBV or its severity is not always provided for, in trafficked persons. Trafficked persons are most often manipulated, victimized, exposed to GBV and drug dependency, but upon rescue, do not receive the full array of services addressing their holistic needs. This assignment considers the intersectionality between GBV, and trafficking in persons. With this in mind, it is suggested that there is need for service providers to improve measures to ensure that there is specific attention to these victim-centric pathways in women. The outcome of this assignment is to yield a Quick Reference Guide providing a detailed, yet practical intervention guide, to support service providers in ensuring this holistic response.

The deliverables will be supervised by the UNODC GBV/TiP task team consisting of the Programme Officer, Project Officers within ROSAF, in addition to the Justice Section in Vienna. The consultant will obtain input to the drafts from the National Inter-Sectorial Committee on Combating Trafficking in Persons in South Africa and relevant multisectoral key stakeholders associated with the NSP GBVF in South Africa.

The consultant shall submit a final version of South Africa's Quick Reference Guide for first responders on the identification of GBV within rescued trafficked persons (and smuggled migrants) no later than three working days prior to the end of the consultancy. This document should be a final, approved version that is well presented, edited, with appropriate layout, including easy to use practical intervention steps.

## **3. SPECIFIC TASKS TO BE PERFORMED BY THE CONSULTANT:**

The below responsibilities provide guidance for the elaboration of technical and financial proposals by interested consultants. Should a consultant wish to deviate from the below specifications, this should be clearly stated in the proposal, together with an explanation.

In particular, the consultant will perform the following tasks indicated in No. 4. Below.

**4. DATES AND DETAILS AS TO HOW THE WORK MUST BE DELIVERED:**

<b>Deliverable</b>	<b>Outputs</b>	<b>Working days</b>	<b>To be accomplished by</b>
A	Prepare an inception report and methodology for undertaking the current assignment	1	One working day after signing the contract
B	Undertake desk research and analyses all the relevant documents related to international instruments and tools, national legislation, standards, policies, SOPs (i.e. Standard Operating Procedures) pertaining to trafficking in persons and Gender-based Violence	3	Four working days after signing the contract
C	<p>Organise 2 rounds of virtual stakeholder consultations to gather and consolidate inputs for the First Respondents Guide</p> <ul style="list-style-type: none"> <li>- Convene one virtual stakeholder consultation with the members of the South African National Inter-Sectorial Committee on Combating Trafficking in Persons; and</li> <li>- convene one virtual relevant stakeholder consultation with members of the National Strategic Plan on Gender Based Violence and Femicide (NSP GBVF) in South Africa</li> <li>- For each round of virtual consultation, undertake the following tasks (processes subject to approval by the TTI)               <ol style="list-style-type: none"> <li>i. Design the format for the data collection process (questionnaire, online form) to obtain feedback on relevant documents being consulted on, for each round of consultations,</li> <li>ii. Organize each round of consultation, including preparing and sending out invitations for the online consultation</li> <li>iii. Coordinate the logistics of the</li> </ol> </li> </ul>	3	Seven working days after signing the contract

	consultations iv. Consolidate all inputs emerging from the online consultations		
D	Draft and submit South Africa's Quick Reference Guide for first responders on the identification of GBV in rescued trafficked persons	10	Seventeen working days after signing the contract
E	Arrange a virtual validation workshop to finalize the draft Quick Reference Guide for final inputs to stakeholders and the TTT i. integrate the relevant feedback into final draft of the Quick Reference Guide	2	Nineteen working days after signing the contract
F	Prepare a final fully edited, well-presented (polished layout), output-oriented report that details practical intervention steps for first respondents	11	Thirteen working days after signing the contract
	<b>Total</b>	<b>30</b>	

**The payment fee will be paid as per the common UN rules and procedure**

Payments will be made upon satisfactory completion of outputs/deliverables.

- The first instalment or 20% of the total cost of the contract will be paid after the delivery of the inception report with methodology, tools and desktop research for the development of South Africa's Quick Reference Guide for first responders on the identification of GBV of rescued trafficking in persons and smuggled migrant victims (Deliverable A and B)
- Second instalment or 30% of the total cost of the contract will be paid after the submission of the draft of South Africa's Quick Reference Guide for first responders on the identification of GBV in rescued trafficked (including smuggled migrants) (Delivery C)
- Third and final instalment or 50% of the total cost of the contract will be paid after the delivery of the fully edited, well presented (polished layout), output oriented final report that details practical, intervention steps for first respondents (Delivery D and F)

**5. INDICATORS TO EVALUATE THE CONSULTANT'S PERFORMANCE:**

All outputs should be submitted in English and meet the satisfaction of UNODC according to the following indicators:

- Technical competence;
- Quality of written work;
- Timeliness of delivery;
- Comprehensive and impact oriented final report with detailed, practical intervention steps.

The evaluation of the consultant's performance (e.g. the technical competence shown and the timeliness of the reports) will be determined by the Programme Officer. If the consultant does not

meet the requirements, he/she will be provided with an opportunity to redraft in terms of the guidance provided by the assessors. If after redrafting the requirements are not met, the UNODC reserves the right to non-payment and/or suspension of the contract

**EVALUATION CRITERIA/EXPERTISE SOUGHT (REQUIRED EDUCATIONAL BACKGROUND, YEARS OF RELEVANT WORK EXPERIENCE, OTHER SPECIAL SKILLS OR KNOWLEDGE REQUIRED):**

- An advanced university degree (Masters' Degree in Law or equivalent, Criminology, Public Administration, Social Science, Political Science, International Relations or a related field is required). A first level university degree or equivalent academic education, professional training with certification from a recognized international/national police, customs or other staff training institution, with specialization in criminal justice, crime prevention, criminal investigation, law enforcement, border management, border working techniques and/or other related areas, in combination with additional two years of qualifying experience may be accepted in lieu of the advanced university degree is required.
- A minimum of 10 years of professional experience on criminal law, international law, immigration and constitutional law, demonstrated experience in carrying out technical legal assistance interventions for governments, including legislative drafting and drafting legal opinions and related recommendations, compiling research, liaising and communicating with national and/or international counterparts is required.
- Sound knowledge of local and international policies and legislation in trafficking in persons, smuggling of migrants;
- Knowledge and expertise in relation to gender-based violence is a requirement.
- Experience in engagement and facilitation with wide range of stakeholders including government officials, members of parliament, law professionals, civil society organisations including women's organisations, etc...
- Demonstrated experience in the drafting of training materials is desired.
- Proven experience in delivering workshops to develop legislation, policy, national strategies and action plans, as well as facilitation of high-level multi-stakeholder processes is desired;
- Very strong knowledge of local, regional and global human trafficking and GBV developments essential;
- Experience working with UN and/or Government entities is an advantage;
- Fluency in speaking and writing in English is required.

## APPLICATION REQUIREMENTS

A completed application must include: **Proposed plan detailing methodology, timeframes, activities and a workplan; listed experience of relevant prior assignments (at least 2 examples), detailed financial proposal, CVs of proposed member/s, names and contact information of at least two references who can be contacted regarding relevant experience. Hence relevant inclusions will be a Financial and technical proposal, Cover letter, and Personal History profile (UNDP P11 Form).**

Interested candidates may send their completed application with the Subject line “ **Individual Consultancy- Quick Reference Guide for first responders on the identification of GBV in rescued trafficked person**” to [unodc-rosaf.procurement@un.org](mailto:unodc-rosaf.procurement@un.org) .

(incomplete applications will not be considered)

For technical queries, please contact Linda Naidoo on [linda.naidoo@un.org](mailto:linda.naidoo@un.org)

These TOR's will also be available on UNODC website:  
<https://www.unodc.org/southernafrika/en/consultancies-and-opportunities.html>

Correspondence will be limited to shortlisted candidates only.

UNODC reserves the right not to make an appointment.

**CLOSING DATE FOR APPLICATIONS: 16 February 2021**