**Terms of Reference**

**Expression of Interest to Hire consultant for Anbeshi (Status and Dimensions of Violence Against Women Reality Revealed)**

**Position title:** Consultant/Resource person

1. **Background:**

The Women’s Rehabilitation Centre (WOREC), established in 1991, is a prominent non-governmental organization in Nepal dedicated to addressing and preventing violence against women and girls. WOREC works to tackle the root causes of violence, enhance the economic, social, and cultural well-being of women and marginalized groups, and promote women’s human rights. The organization envisions a society where feminist goals are achieved, with a focus on decent work, bodily integrity, and identity.

Anbeshi Research Publication is dedicated to conducting situational analysis to enhance the understanding of violence against women (VAW) in Nepal through rigorous research and comprehensive publications. We seek a consultant to write comprehensive report titled “Status and Dimensions of Violence Against Women: Reality Revealed.” This report will analyze and synthesize data collected from various districts by WOREC, providing an in-depth understanding of VAW across all over the Nepal. Importantly, the report should be framed from a feminist perspective, providing insights that highlight the structural and systemic nature of violence, and presenting recommendations that support feminist principles and approaches.

**2. Objective:**

The primary objective of this consultancy is to produce a comprehensive report titled “Status and Dimensions of Violence Against Women: Reality Revealed.” This report aims to:

* Analyze and synthesize data collected from various districts by WOREC to provide a thorough understanding of the prevalence, patterns, and dimensions of violence against women (VAW) across Nepal.
* Examine the findings from a feminist perspective, highlighting the structural and systemic factors that perpetuate VAW.
* Deliver insights and recommendations that align with feminist principles, aimed at informing policy, advocacy, and intervention strategies to effectively address and reduce violence against women in Nepal.

1. **Consultant’s scope of work:**

* Initial meeting with WOREC’s project team to understand the scope, objectives, and expectations of the report.
* Review available data and documentation related to the VAW research conducted by WOREC.
* Develop a detailed work plan outlining the methodology, timelines, and key milestones for the report.
* Conduct a thorough review of the data collected from various districts by WOREC.
* Assess the quality, relevance, and comprehensiveness of the data.
* Analyze the data to identify key trends, patterns, and dimensions of VAW in Nepal.
* Apply feminist analytical frameworks to understand the structural and systemic factors contributing to VAW.
* Synthesize findings to provide a holistic view of VAW, including prevalence, patterns, and contextual factors.
* Highlight key insights from a feminist perspective, emphasizing the intersectional dimensions of violence.
* Write a comprehensive report that includes an introduction, methodology, findings, analysis, and recommendations.
* Ensure that the report is framed from a feminist perspective, addressing the root causes and systemic nature of VAW.
* Share the draft report with WOREC’s project team for feedback.
* Revise the report based on feedback to ensure accuracy, relevance, and alignment with feminist principles.
* Finalize the report, incorporating all revisions.
* Include an executive summary, detailed findings, and clear, actionable recommendations.

1. **Required expertise:**

**The ideal consultant should possess the following expertise and deliverables:**

* In-depth knowledge and practical application of feminist analytical frameworks to study gender-based violence, with the ability to examine and interpret VAW data through a feminist lens focusing on structural and systemic factors.
* Extensive experience in qualitative and quantitative research methods, including data collection, management, and analysis. Proficiency in relevant statistical and analytical software for effective data analysis.
* Proven track record of producing comprehensive and high-quality research reports. Expertise in writing clear, coherent, and actionable reports that address complex issues related to VAW, framed from a feminist perspective.
* Demonstrated experience in research on violence against women, including an understanding of prevalence, patterns, and dimensions of VAW. Familiarity with socio-cultural, economic, and political factors influencing VAW, particularly in Nepal.
* Experience in developing and implementing detailed research work plans, including defining methodologies, timelines, and milestones. Strong organizational skills to manage multiple tasks and deliverables efficiently.
* Experience working with non-governmental organizations, especially those focusing on gender and human rights. Ability to effectively engage with project teams and stakeholders, integrating feedback into research and reporting processes.
* Commitment to high ethical standards in research, including maintaining confidentiality, respecting participants, and handling sensitive data responsibly. Adherence to ethical guidelines in the presentation and interpretation of research findings.
* Understanding of the local context of Nepal, including social, cultural, and legal aspects related to gender and VAW. Awareness of relevant policies, legislation, and advocacy efforts related to VAW in Nepal.

1. **Duration of work:**

The contract shall commence Sept 15, 2025 to Oct 15, 2025 unless it is terminated earlier in accordance with the terms of this contract. The consultant will take full responsibility of document review and finalization.

1. **Payment schedule:**

Payment to the consultant will be done after the completion of the training and providing reports.

Note: 15% tax will be deducted from each installment after completion of each service and submission of appropriate invoices.

1. **Entire Contract**

This contract is the final, exclusive and complete expression of the consultant agreement related to this service, and it supersedes all task, oral or written, and all other representations, statements, negotiations and undertakings relating to the service unless expressly incorporated herein. No modification of any term, provision or condition in this contract shall be effective unless it shall be in writing and signed by the consultant. However, as per the need both parties should be agreed to provide the services for further days.

1. **Relationship of the Parties**

In performing the services, the consultant shall act as an independent and shall not be deemed to be an employee or agent of WOREC. The consultant shall be solely responsible for and shall be liable for, indemnify, defend and hold WOREC harmless against all wages, fees, contributions, charges and taxes required by legislation. All appropriate deductions are made in respect of income tax and other contributions.

WOREC shall not be liable for providing any benefits of any kind except as provision of payment mentioned above in sub heading 6 to the consultant.

This contract shall not be deemed to create any kind of partnership, joint venture, agency or franchise agreement with the Consultant.

1. **Assignments and Sub-Contracting**

The consultant shall not assign this contract its right or obligations under this MOU, in whole or in part. Nor enter into any sub-contracting to perform any portion of this MOU, without the written consent of the organization.

The consultant shall not sublet the whole or part of their obligations without the prior written consent of WOREC, which consent, if given, will not relieve the consultant from any liability or obligation under this contract. The consultant shall be responsible for the acts and omissions of any sub-contractor as if they were the acts or omissions of the consultant.

1. **Termination**

Without prejudice to the rights of the other consultant under this contract, consultant shall have the right to terminate this contract for any reason at any time in writing to the other Consultant.

If consultant exercises its rights to terminate this contract, the consultant shall immediately cease all services and shall return to WOREC any resources loaned by WOREC. All material prepared in advance shall be given to WOREC and may be invoiced for under the terms of this agreement.

Incase the consultant does not follow the code of conduct of PSEA, the contract shall be terminated.

1. **Confidentiality**

The consultant agrees not to discuss its performance of services or any confidential information to which the consultant may have access, as a result of this MOU with any third party without obtaining written consent from the organization.

1. **Risks and Challenges**

It is important that the hired consultant has taken all reasonable measures to mitigate any potential risk to the delivery of the required outputs for this consultancy.

1. **Data Protection**

The Consultant shall not disclose or allow access to any other personal data provided by WOREC or acquired by consultant during the course of performing the service other than to a person employed by the consultant or an approved sub-contractor with the prior consent of WOREC.

Any disclosure of or access to personal data allowed under above clause shall be made in confidence and shall extend only so far as that which is specifically necessary for the purpose of this contract.

If the Consultant fails to comply with any provision of this condition, then WOREC may summarily determine the contract by notice in writing provided always that such determination shall not prejudice or affect any right of action or remedy which shall have accrued or shall accrue thereafter to WOREC.

1. **Law**

This contract and any dispute or claim arising out of or in connection with it shall be governed by and construed in accordance with Nepalese law and the parties irrevocably submit to the exclusive jurisdiction of the courts of Nepal.

1. **Application requirement:**

* CV
* Copy of PAN
* Cover letter
* Sample of previous similar work.

1. **Application submission**

Please email the submissions at [admin@worecnepal.org](mailto:admin@worecnepal.org)