NHRC
Let Justice Guide Our Actions
THE GAMBIA

TERMS OF REFERENCE
Consultancy to conduct training for national actors on mainstreaming how to address hate speech in their work.

1. BACKGROUND

In 2017, the Government of The Gambia embarked on a Transitional Justice process to restore democracy, good governance, respect for human rights, and the rule of law. This led to the creation of legal and institutional reforms, including the creation of a Truth Reconciliation and Reparations Commission (TRRC) and the National Human Rights Commission, a permanent independent State institution with a broad mandate to promote and protect human rights in The Gambia.

Despite the progression towards a democratic dispensation, several issues continue to threaten the newfound freedoms in the country. Chief among these is the growth of hate speech, which is widely seen in various media outlets, particularly on social media. A quick analysis of traditional and social media over recent years reveals the prevalence of hate speech in The Gambia - hate speech towards political opponents, religious minorities, tribes, women, sexual minorities, and migrants. The growth of hate speech is compounded by the conspicuous absence of an effective hate speech monitoring system, policy framework or legislation in The Gambia nor are there any visible trusted flaggers to enable social media companies effectively moderate content. The report of the TRRC under the theme "Attacks on Political Opponents," identified hate speech as a problem in The Gambia.

Countering mis/disinformation such as hate speech is currently mainly carried out by budding groups of journalists or fact-checkers. The NHRC, in the exercise of its mandate, also regularly issues press releases or engages actors to counter hate speech when such instances arise. Such interventions need to be reinforced as hate speech leads to crime and violence, reduces the freedom of expression of marginalized, vulnerable, or underprivileged groups, corrupts human dignity and values, creates discrimination, and damages social integration and cohesion. Despite this, there appears to be capacity gaps in understanding what constitutes hate speech, its dangers and consequences as most national stakeholders, including the NHRC, have not been able to effectively address the growth of hate speech either due to capacity gaps or insufficient data. Consequently, there is a need to enhance the capacities and competencies of national actors such as the NHRC, the Independent Electoral Commission (IEC), the National Council for Civic Education (NCCE) and the Inter-Party Commission (IPC) to empower them to combat hate speech, misinformation, and disinformation. Building the capacity of such national actors is crucial in the fight against hate speech to enable them to effectively respond to this conflict trigger. It is against this background that the NHRC seeks the services of a consultant to develop training modules on mainstreaming hate speech in their

work and deliver training to the identified national actors.

2. OVERALL OBJECTIVES

Conduct training for identified stakeholders on mainstreaming hate speech in their work.

3. MAIN TASKS

- Design and prepare a training methodology and materials on hate speech, and its effect, for monitoring and flagging hate speech including PowerPoint presentations, practical exercises and case studies, and a pre and post-course evaluation questionnaire.
- Deliver two 3 days of training on how the identified stakeholders can mainstream addressing hate speech into their work.

4. KEY DELIVERABLES

In consultation with the NHRC and other national actors, specific deliverables will be agreed upon at the outset of the consultancy.

These will include:

- A training plan and methodology for the training.
- Training agenda, modules, presentations, exercises, case studies and training evaluation questionnaire.
- Final consultancy report including an assessment of the participants, the effectiveness of the training materials/methodology, recommendations for further action, and the sustainability of the specialised training.

5. QUALIFICATIONS AND COMPETENCIES

a. Academic Qualification

Minimum of a Master's degree in Law, Human Rights, Conflict Resolution, Peacebuilding, Political Science, Gender Studies, Development Studies, or other relevant fields with at least five years of relevant professional experience.

b. Experience

c. Minimum of 5 years of relevant experience conducting, designing, and leading capacity-building activities for national actors.

- ❖ Extensive knowledge in the field of human rights, good governance, and rule of law.
- ❖ Experience in research and curriculum development.
- ❖ Experience working with human rights institutions.

- Knowledge of The Gambian social structure, religious set-up and ethnolinguistic composition
- Experience working in the area of countering hate speech.
- Evidence of having undertaken similar work
- Strong analytical and excellent report-writing skills.
- Excellent research skills will be an added advantage.

6. SKILLS AND COMPETENCIES

a. **Excellent written and oral communication skills in English.**

- Must be result-oriented, organized, and able to meet deadlines.
- Demonstrate excellent interpersonal and professional skills in interacting with government and development partners.
- Skills facilitating high-level stakeholder engagements/training.
- Evidence of having undertaken similar assignments.
- Excellent I.T. skills are required.

7. TIMEFRAME/DURATION

The consultancy is for 10 working days from the date the contract is awarded. The Consultant is expected to work closely with the NHRC and hold relevant meetings with the Commission and stakeholders to update them on the progress of the consultancy.

8. PAYMENT

Instalments of Payment/ Period	**Deliverables or Documents to be Delivered**	**Approval should be obtained**	**Percentage of Payment**
1st Instalment	Upon submission and acceptance of the training outline and methodology.	Executive Secretary	25%
2nd Instalment	Upon delivering the training.	Executive Secretary	40%
3rd Instalment	Upon submission and acceptance of the final consultancy report on the training	Executive Secretary	35%

Payment for the consultancy is all-inclusive. A 10% withholding tax on the gross fee will be applied. All costs related to the training will be borne by the NHRC.

9. SELECTION CRITERIA

A combined scoring method will be used to select the best offer, where the qualification and methodology will be scored minimum 60 points and maximum 80 points to qualify, and combined with the financial proposal, which will be scored 20%. The key criteria for rating the qualification and methodology and their respective percentage weight are shown below.

Criteria	**Percentage weight**	**Notes**
Master's degree in law, Human Rights, Conflict Resolution, Peacebuilding, Political Science, Gender Studies, Development Studies, or other relevant fields with at least five years of relevant professional experience.	15	
Minimum of 5 years of relevant experience conducting, designing, and leading capacity-building activities for national actors.	15	At least 5 years of relevant work experience is required.
Experience working in the area of countering hate speech and having undertaken similar work.	15	
Knowledge of The Gambian social structure, religious set-up, and ethnolinguistic composition	15	
Excellent I.T. skills	10	I.T required
Methodology	25	
English language	5	Proficiency in English language required.
Total (technical score)	**100**	

10. FINANCIAL AND TECHNICAL PROPOSAL

Interested consultant(s) will be required to submit their technical and financial proposals for consideration by the Commission.

a. Technical Proposal: this should contain the following to facilitate a comparative review.

- Cover Letter
- Updated CV
- Two written references
- Current GPPA registration

- Proposed Methodology
- Work plan/implementation timelines
- Experience conducting similar Consultancies.
- Other supporting documents

b. FINANCIAL PROPOSAL

All-inclusive daily consultancy fee.

The term 'all-inclusive" implies that all costs (professional fees, travel-related expenses, communications, etc.) that could be incurred by the Consultant are factored into the financial proposal. Under this arrangement, the contract price will be fixed regardless of changes in the cost components. Payments will be made only upon confirmation by the NHRC of satisfactory delivery of the contract obligations.

11. CONFIDENTIALITY AND PROPRIETARY INTERESTS

The Consultant shall not disclose any proprietary or confidential information related to the consultancy during the term or after the termination of the assignment without the prior written consent of the NHRC. Proprietary interests/rights on all materials and documents prepared by the consultants under the assignment shall become and remain properties of the NHRC.

Application process

Interested candidates should submit an application to: **advert@gm-nhrc.org**.

The deadline **for the submission of application, with all the relevant documents, is April 19th 2024**.

Please note that only shortlisted candidates will be contacted. The NHRC is an equal opportunity employer. **To view the full TOR please visit https://www.gm-nhrc.org/vacancies-1**