

Terms of Reference for conducting a participatory conflict and gender analysis related to selected districts of Moroto, Amudat, Nakapiripirit, Nwoya and Amuru in Uganda.

1 INTRODUCTION

This Terms of Reference (TOR) serve as a request for proposals from potential consultants interested in conducting a conflict and gender analysis relating to the above selected districts. The purpose, scope and requirements of the task are herein explained.

1.1 Background Information

Saferworld is an independent non-governmental organisation that works to prevent violent conflict and build safer lives. We work with civil society, governments and international organisations to encourage and support effective policies and practices through advocacy, research and policy development, and through supporting the development of local capacities and structures. The Uganda programme has three strands of work:

- a) Extractive industries
- b) Land governance
- c) Gender, peace and security

Saferworld is implementing a Democratic Governance Facility (DGF) funded project entitled ***“Promoting conflict sensitive land-based investments across Karamoja and northern Uganda”***. The project is being implemented in three districts in Karamoja (Moroto, Amudat and Nakapiripit), and two districts in Northern Uganda (Nwoya and Amuru Districts) with an overall aim of promoting more transparent and conflict- and gender-sensitive business investments in mineral, agribusiness and related infrastructure development.

The Global Gender Gap Report 2018, placed Uganda at 43 out of 149 countries as far as addressing gender related issues/gap is concerned. Even though there is a certain level of progress in the health context, other conditions (like economic participation and opportunity, education attainment and political empowerment) that maintain gender disparities in Uganda remain unattended to. These include but are not limited to: discrepancies in access and control over productive resources (such as land); gender-based violence; limited participation in household, community and national decision-making and lack of decision making power over sale, price and investments (for which men have control). The situation is not very different from land based investments. Investors typically fail to engage with communities in a manner that is transparent, inclusive and respectful of the rights of everybody in the community. Women and women-headed households struggle particularly as some traditional customs prevent them from owning land. With limited economic opportunities, the need to survive drives many land disputes. Also, new poorly-conceived and poorly-administered landownership policies are encouraging land sales and large-scale commercial farming, leading to land grabs and further disputes. Also, the presence of refugees in Uganda has impacted on land pressure and gender roles of both hosts and refugees.

It's within this dynamic that Saferworld intends to undertake a conflict and gender analysis related to selected districts in Moroto, Amudat, Nakapiripirit, Nwoya and Amuru.

1.2 Objectives of the Assignment

The aim of the assignment is to undertake a participatory conflict and gender analysis of large land based investments in selected districts, to understand the key conflict drivers, how issues of gender, inequality, and rights (human, land, commercial) relate to different forms of violence and conflict, as well as identify possible interventions to address them. In addition, the analysis will feed into existing programme planning and inform subsequent activities that include but are not limited to; supporting civil society actors, trainings, supporting business actors to embed conflict and gender sensitivity in their business practices; and media engagement with various stakeholders in the (DGF) project.

The specific objectives are as follows:

1. Identify and analyse the link between key conflict drivers, gender norms and inequality in the context of large land-based investments and access to land-related resources. This should include how men, women and youth from different backgrounds are differently affected in the selected districts and women's participation in peacebuilding and political processes
2. Provide recommendations which can be applied to future policy formulations including relevant policy and institutional frameworks that can be put in place to reduce gender inequality
3. Identify and assess possible opportunities for Saferworld programming to support conflict mitigation and recommendations to programmes and NGOs (peace building, development) programmatic interventions.

2 SCOPE AND FOCUS OF THE ASSIGNMENT

This TORs requires that the analysis is conducted in a participatory manner as much as possible. With the exception of two regional workshops (where Saferworld will take lead in facilitation), the consultant will lead on the execution of the assignment from inception to final reporting. The geographical study areas are Moroto district (Rupa, Katiekile and Nadunget sub-counties), Amudat district (Loroo and Karita sub counties), Nakapiripirit district (Moruita, Lolachat, and Loregae sub-counties), Nwoya district (Purongo and Got afoyo sub-counties), and Amuru district (Amuru and Atiak sub-counties). The analysis in the selected districts should identify the gendered drivers of conflicts around large land- based investments. It will target all groups and associations in the community (women, men, and youth, the elderly, cultural and religious institutions, community groups, commercial actors, local CSOs and local government) to explore how they are affected by large scale land-based investments.

2.1 The tasks

In consultation with Saferworld's Uganda team, the consultant will be required to undertake the tasks outlined below:

Task/ activity	Expected deliverable/output	No of days
Submission of proposal by the Consultant	Full proposal including: i) technical proposal ii) financial proposal iii) schedule <i>Note: All cost should be inclusive of tax and clearly indicated in the budget or proposal. Consider 6% for if you are a national or 15% for non-resident consultants.</i>	
Review of available literature	A contextualization of gender, conflict and land rights, including how men, women and youth and differently affected, and the correlation (if any) with equal access to land related resources and land based investments.	0.5

Task/ activity	Expected deliverable/output	No of days
Preparation of the inception report and presentation to the Programme team	<ul style="list-style-type: none"> • Inception report including a presentation of the consultant's understanding of the TOR and the assignment therein • Detailed methodology with emphasis on quality assurance. The consultant should present a systems and gender analysis approach • Detailed work plan • Detailed consideration of research ethics, and conflict and gender sensitivity 	0.5
Co-facilitation of 2 regional workshops	Familiarizing her/himself with the participatory methodologies used in the workshop so that she/he can co-facilitate and synthesise preliminary findings	10
Report writing and presentation	Draft report prepared and shared in soft copy, validated and feedback meeting gathered to inform final report with comments duly incorporated and addressed	5
Addressing comments from the feedback meeting and other reviews	Final report submitted	2
Drafting policy brief	Draft policy brief	2
Total number of days		20

Note: The consultant will conduct regular meetings with Saferworld regarding the study progress.

3 DELIVERABLES

The consultant is expected to deliver the following listed deliverables:

- **Inception report.** The inception report should cover the methodologies and work plan but focusing on a participatory process
- **Draft report** and presentation using an agreed upon structure and taking due account of comments received from Saferworld.
- **Final report:** Submission of the final report in digital and hard copies after incorporating feedback. Copies should be:
 - Thoroughly edited, well-structured and designed.
 - Clear and concise, limiting itself to essential points.
 - Detailed materials should be attached as appendices.
 - Must be presented in English
 - Main findings of the study should be presented with a view to making recommendations.
- **A policy brief:** This should include the findings, analysis and recommendations

4 METHODOLOGY

4.1 Management of the Assignment

The assignment will be managed by Saferworld Uganda's Research, Monitoring, Evaluation and Learning Coordinator with contribution of one person from Saferworld's based in our London office and the Uganda Country Programme Manager.

4.2 The Approach/Process

The consultant will be required to apply a systems analysis approach and gender analysis using a workshop format for research. The two workshops will be led by Saferworld and co-facilitated by the consultant, following a participatory gender and conflict analysis methodology. The two workshops will be regional based taking three days per region. The consultant will be required on a 20/80 basis for the analysis and drafting of

a report whereas policy paper will be on an 80/20 basis. Thus, the consultant will take lead in analysis and report writing. The process will be carried out in three phases: desk review, workshops, reporting/synthesis including recommendations and dissemination.

5 CONSULTANT’S COMPETENCIES

The consultant is expected to meet the following specifications:

- Strong demonstrated experience of gender conflict analysis approaches.
- Experience and knowledge of using a systems analysis would be an added advantage
- Experience in facilitating participatory workshops or consultations would be an added advantage
- Expertise in designing and writing high quality documents for publication
- Knowledge on extractives and land rights issues from a conflict sensitive perspective and understanding of the related policy context.
- Good knowledge and proven experience in research design, implementation and data analysis.
- Good knowledge of rights based approaches in development
- Master’s degree in human rights, development studies, social sciences, or any other relevant academic qualification or an equivalent experience. A minimum of seven years of progressive experience of undertaking consultancies of this kind with proven results.
- Sound knowledge of the context in Uganda and the geographical scope of the study.
- Excellent English language and writing skills

6 DURATION AND TIME FRAME

The total number of days allocated for the consultancy is up to 20 working days over the next one and half months, with an anticipated start date of 26th September 2019.

7 LOGISTIC ARRANGEMENTS OF THE STUDY

Saferworld will manage the logistics related to the study that shall include transport while in the field.

7.1 Fees and Cost estimate

The total charge to be paid for the consulting assignment will not exceed 16,000,000 Uganda Shillings for the total of 20 days. This includes per diems in the field (but not accommodation, local transport and international travel). This is also subject to taxes (i.e. 6% for nationals and 15% for non-residents). Please note that price competitiveness and level of flexibility in working around the methodology and study design so as to meet desired quality and fit within available budget for this assignment will be valued.

8 APPLICATION PROCEDURE

Interested consultants should submit their proposal (both technical and financial) including current CV. The proposal should briefly describe how the consultant intends to undertake this assignment. Applicants should also explain how their professional experience matches the skills and qualifications listed.

All proposals must be submitted in soft copy to sabok@saferworld.org.uk with subject line “DGF Consultant - Gender Analysis” by the 25th September 2019 at 5 p.m. (East Africa time).