



Republic of Uganda

MINISTRY OF WATER AND ENVIRONMENT

IRRIGATION FOR CLIMATE RESILIENCE PROJECT (ICRP)

TERMS OF REFERENCE FOR CONSULTANCY SERVICES

**TO IMPLEMENT AND SUPPORT GBV/VAC ACTIVITIES BY NGO IN KABUYANDA
IRRIGATION SCHEME IN ISINGIRO DISTRICT**

MAY 2021

1.0 Introduction

The Government of Uganda through the Ministry of Water and Environment (MWE) with support from the World Bank is implementing the Irrigation for Climate Resilience Project (ICRP). The project objectives are to provide farmers in the project areas with access to irrigation and other agricultural services, and to establish management arrangements for irrigation service delivery. The project will contribute to improvement of farm incomes, rural livelihoods, food security, climate resilience, sustainable natural resources management in the target project areas, which include – among others – the Matanda and Enengo Irrigation Schemes in Kanungu District.

The Project comprises of three components: Component 1 - Irrigation services; Component 2 - Support services for agricultural production and value-chain development, and Component 3 - Institutional strengthening and implementation support. The project will have MWE as Implementing Agency. MWE will be responsible for planning, budgeting, procurement, FM, M&E, reporting, and safeguards aspects of all components of the project. The Ministry of Agriculture, Animal Industry and Fisheries (MAAIF) will be a technical implementation partner for activities which fall under MAAIF's mandate (sub-component 1.2 and Component 2). The project will be implemented through existing Government structures, relying mainly on Government staff. A Project Support Team (PST) will be recruited to provide backstopping in the areas of management, finance, procurement, M&E and safeguards.

1.1 Project Objectives: The project main objective is to ensure that beneficiaries who are mostly subsistence and semi-subsistence farmers with small land holdings, access irrigation services to boost land productivity, higher yields and lower the risk of crop failure and improve food security. Irrigation will enable farmers to switch from low value subsistence production to high value market-oriented production thereby increasing their income. The project will also improve farmers' access to inputs, finance and markets.

1.2 Kabuyanda Off-Farm irrigation development activities: The project will support the development of Off-Farm infrastructure development which will include: (i) dam construction and associated head works; (ii) construction of irrigation networks (pipes, canals, hydro-mechanical equipment) up to the farm gate; (iii) construction of drainage networks; (iv) construction of access and scheme roads; (v) construction of scheme offices, sanitation facilities, and storage facilities; (vi) consultancy services to prepare feasibility studies, detailed designs and safeguard instruments for irrigation schemes; (vii) consultancy services to monitor and control civil works; (viii) consultancy services in support of management of irrigation schemes; (ix) consultancy services for environmental audits and implementation of the Environmental and Social Management Plan (ESMP); (x) consultancy services for the roll out of Certificates of Customary Ownership; and (xi) startup fund for O&M.

The above activities may in one way or another attract cross-cutting issues to do with gender exclusion and violence against women and children which will require intervention of the project in terms of mobilization, sensitization, training, monitoring, evaluation, establishment of causes, ensuring mitigation measures in line with project Environment Social Impact Assessment report (ESIA) to mitigate the issues with follow up support.

1.4 Gender Gaps

Irrigation development initiatives are seldom “gender neutral”. It is often argued that because a project is pro-poor, it benefits the interests of male and female stakeholders alike. This widely held assumption often leaves women out and limits the potential for optimal development outcomes, by

generalizing the distinct challenges and priorities of women and men. Generalizations that pro-poor are pro-women weaken development and investment outcomes for three reasons. First, men and women often have separate and sometimes conflicting priorities for irrigation water usage; second, they often have differing levels of access to water resources and may benefit differently from irrigation water investments; and third, without specific attention to gender-based needs and concerns, the irrigation project may reinforce gender gaps.

1.5 Gender Based Violence

Gender-based violence is a phenomenon deeply rooted in gender inequality, and continues to be one of the most notable human rights violations within all societies. Gender-based violence is violence directed against a person because of their gender. Both women and men experience gender-based violence but the majority of victims are women and girls.

Gender-based violence and violence against women are terms that are often used interchangeably as it has been widely acknowledged that most gender-based violence is inflicted on women and girls, by men. However, using the ‘gender-based’ aspect is important as it highlights the fact that many forms of violence against women are rooted in power inequalities between women and men. The terms are used interchangeably throughout EIGE’s work, reflecting the disproportionate number of these particular crimes against women.

In Uganda Gender-Based Violence (GBV) is quite prevalent, 46% of women aged 15-49 have experienced physical, sexual or emotional violence and GBV is widely accepted with 49% of women and 41% of men believing that it is justified for a man to beat his wife (DHS,2016). Existing contextual risks may be heightened in the community through key project-related activities. There are further GBV risks associated with the potential labor influx to target areas during project implementation. The project will develop and implement measures and actions to regularly assess and manage the risks of GBV including Sexual Exploitation and Abuse/Harassment (SEA/H) extending from project activities. The consultant will provide oversight, technical support and management to the Project Implementation Unit to ensure that GBV and SEA/H is mitigated. This will involve implementing activities aimed at prevention, identification, referral, and response services for project workers, project community, target groups at risk groups and GBV/SEA survivors (women, children including adolescents).

1.6 Violence against Children (VAC)

Violence against children includes all forms of violence against people under 18 years old, whether perpetrated by parents or other caregivers, peers, romantic partners, or strangers. Violence against Children (VAC) occurs at all levels of society; in our homes, communities, and schools. The UN Convention on the Rights of Children (CRC) defines violence as all forms of physical, or mental violence, injury and abuse, neglect or negligent behavior, maltreatment or exploitation including sexual abuse that are inflicted onto children. The Children Act (Amendment) of 2016 expanded children’s rights to include protection “against all forms of violence including exploitation, child sacrifice, child labor, child marriage, child trafficking, institutional abuse, female genital mutilation, and any other form of physical or emotional abuse.” A UNICEF study (2018) shows that more than 75% of children experienced one or more types of violence during childhood including sexual, physical and emotional violence with sexual violence and physical violence being the most common type.

Recent history in Uganda, as elsewhere, has shown the link between the labour influx associated with infrastructure projects and a number of social ills, including increased levels of child abuse, sexual violence against women and girls and transactional sex (World Bank, 2016). The high prevalence of VAC and the relative permissive environment for VAC across the country, means the risks associated with labour influx in the project need to be carefully managed to avoid inadvertent harm due to the children as beneficiaries/community members and can also impact the implementation and success of the project. There is need to develop comprehensive, systematic and effective mechanisms to address such grievances. Violence against children can be prevented. Preventing and responding to violence against children requires that efforts systematically address risk and protective factors at all four interrelated levels of risk (individual, relationship, community, society).

2.0 OBJECTIVE OF THE ASSIGNMENT

2.1 Overall objective of the assignment

The overall objective of the assignment is to ensure meaningful participation of women and access to irrigation services, and designing and implementing a program for the protection of project communities including project workers against GBV/SEA and VAC. This will include providing technical support to strengthen the GBV, VAC risk mitigation specifically prevention, identification, referral and response components for project populations at risk of GBV/VAC. Meaningful engagements with women, men and children, including adolescent girls and boys to raise awareness on GBV/VAC as well as creation of a worker led prevention program, reducing tolerance to GBV/VAC, strengthening the prevention and response capacity of MWE on child protection, gender violations as well as strengthening the capacity of the systems and services to respond to GBV/VAC in the project area.

2.2 Specific Objectives of the assignment

The specific objectives of the assignment will be;

- i) To ensure meaningful participation and access to irrigation services by women
- ii) To increase awareness of GBV/SEA/SH risks among the target project beneficiary community population
- iii) To address VAC and increase awareness of VAC risks among the target project beneficiary community population
- iv) To increase effectiveness of GBV/SEA response services to survivors through strengthening capacity of local systems (district and lower level structures including other NGOs, CSOs and CBOs across the project area) to prevent and respond to GBV/SEA
- v) To enhance timely reporting and management of GBV/SEA incidents within the project areas for effective response

3.0 Scope of Services

The consultant will analyse all the tasks / activities, prepare an approach and methodology on how the tasks will be implemented. The description of the scope of services hereafter outlines the tasks, sub-tasks and working packages to be performed by the Consultant. These shall be adapted and further detailed by the Consultants and presented as a detailed task description in a concise list of services.

The Consultant is required to cooperate and liaise with all key stakeholders from MWE, MAAIF, Ministry of Gender, Labour and Social Development and Isingiro District Local Government. For each task, the consultant will prepare a draft report, hold a consultative stakeholders workshop, and then prepare the final report which will be reviewed by MWE.

The above scope will be targeting different stakeholders' categories as illustrated in Table 1 below;

No .	Irrigation scheme	District	NO. of Sub Counties/town councils	No. of Parishes	No. of villages	Project benefiting Households	No. of beneficiary community persons
1.	Kabuyanda	Isingiro	3	8	38	13,373	40,119
	TOTAL					13,373	40,119

3.1: Service Task 1: Ensuring meaningful Participation of Women

In Uganda and Kabuyanda area in particular, customary traditions allocate land to males, not females. Women's limited access to water resources can be closely tied to their limited access to land, particularly in rural areas. In irrigation projects, for example, women often cultivate land that legally belongs to their husbands, which puts them in a vulnerable position. Furthermore, without secure land tenure, they may be prevented from obtaining membership in Irrigation water user associations (IWUAs), which stifles their voices regarding needed reforms in irrigation-water governance and management. Social and cultural norms may also prevent women from participating in the project implementation, decision-making and benefiting.

Most women in Uganda assume the household responsibilities of water collection, child care, and meal preparation. These competing demands for their time often prevent them from participating in activities outside of the family, such as training on project implementation modalities, participation in land surveys and compensation activities, project meetings and training on infrastructure development etc., which deprives them of valuable opportunities to attain the new knowledge they need to improve Off-Farm infrastructure management, decision making, taking up of leadership positions, understanding, participating and training in irrigation practices.

The fewer opportunities for women relative to men to obtain skill and development training also limit their participation in and the benefits they may gain from the use of irrigation infrastructure developments. Many stakeholders may assume that men who often dominate governance institutions will, as heads of households, pass on to women new information or knowledge relating to the use of irrigation facilities, but experience has proved such assumptions are not entirely accurate. Access to information and training with respect to irrigation technology improvements defines who has access to irrigation facilities. Where women have not been trained in the appropriate use of irrigation facilities and new technologies introduced to improve irrigation

systems, they may not only fail to benefit from the improved availability of water; they may also remain dependent for access to water on the men who are typically responsible for the operation and maintenance of the infrastructure. Moreover, if the facilities break down, they may have to shoulder the additional burden of failed irrigation infrastructure.

For effective participation of women and other vulnerable groups, the consultant will ensure the following;

3.1.1 Gender Participatory Tools

The consultant will have to design participatory planning tools to ensure the meaningful participation of women and assist in addressing both the needs of women and men. The tool and materials to be used must make the youth, elderly, people living with disabilities, women and men equally visible. This applies to, amongst others, forms, documents, telephone directories, texts on the internet, advertising for events, folders, posters and drama. Attention must also be paid to a gender-sensitive choice of images when preparing public relations material.

3.1.2 Gender-specific data collection and analysis

The consultant shall collect data, analyze and present it by gender, social dimensions, such as age, ethnicity, income and level of education should also be reflected where possible. The consultant shall conduct Gender Analysis to ensure the resources for and benefits from development interventions are effectively and equitably targeted to both women and men. The consultant will design and implement a risk mitigation measure to ensure women do not suffer negative effects as a result of the project. When done correctly, gender analysis provides the evidence based on which the concerns that arise in and through project design can be effectively addressed. A number of approaches may be taken to incorporating gender analysis into project implementation. First, it can be an integrative component of the broader social assessment, which should disaggregate irrigation water user needs and scope out potential development impacts; this approach may require back-and-forth discussions with the project-affected groups or communities.

Gender-specific analyses will generate information to assist the project understand the gender gaps specific to the project area especially those limiting meaningful participation of women in equal access to irrigation services, decision making and scheme leadership and subsequently the consultant will use the information to design mitigation measures and designing of gender participatory tools for the effective communication and mobilization. . Good areas to look at to generate the above information on gender gaps may include the following: From the project area, the consultant will find out from the already existing development projects about the following critical areas: Who uses the services (women or men or both)? Who are the clients (the youth, women or men or both)? Who are the target groups? Do women, men and the youth have different needs? Are the different circumstances of women and men taken into account when planning and designing services? Have all target groups access to the same sources of information? Who benefits most? Which group would suffer most if they could not use the services offered? Are the offices providing the service structurally gendered and barrier free?

3.1.3 Equal involvement of all Stakeholders in decision making

The activities have to be designed in such a way that, there are binding targets for a balanced gender ratio at all levels of decision making. Measures and strategies geared towards a balanced gender ratio must be taken at all levels of decision making. This is also important when appointing working groups, project teams, management structures, as well as when organizing events, e.g. when selecting activity leaders etc.

The youth have become vulnerable and rarely involved in agricultural activities in Uganda, in particular their land ownership is limited leave alone the limited accesses to land through leases or land hire. This has created conflict between the youth and the family members, thus raising cases of fights and murder. The consultant shall ensure that a strategy is designed to involve the youth and recommend possible ways of ensuring full participation and involvement of the youth and that of women to not less than 45% of the total irrigation beneficiary farmers in the Off-Farm and On-Farm activities.

Therefore the consultant shall put in place mechanisms for guiding the effective and equal participation of women, the youth, elderly, people with disabilities and other vulnerable people identified in the project area in the project implementation activities, training and understanding of irrigation system and technology with provision of guidance for task teams to improve the gender sensitivity of their programs and address challenges like those named above.

3.1.4 Gender Action Plan

Based on the need for ensuring gender inclusion and reduction of GBV risk in the project, the consultant will prepare a gender action plan (GAP) and a gender monitoring plan to achieve gender-related objectives targeting the issues highlighted above including GBV risk mitigation.

3.1.5 Capacity building

Training and capacity building to the project team on gender, GBV/VAC and HIV as related to the project, and their roles. Training will be provided for women to engage in the projects. The consultant will raise awareness and train the communities on gender, to increase community acceptance of women's access and ownership of land. .

The consultant will sensitize the communities working in collaboration with other stakeholders and implementing agencies to ensure representation of youth, the poor, elderly, women in the activities for Off-Farm infrastructure development, On-Farm activities, ensuring active participation and decision making for establishment of management institutions and taking up commercialized irrigated agriculture.

3.1.6 Mobilization for the promotion of Youth and women's participation, inclusion and decision making in the Scheme management

The consultant shall mobilize women and youth aiming at promoting their participation, decision making, inclusion and representation of women and youth by at least 40% and 20% of the total number of the leadership positions in the following irrigation management institutions like Irrigation Water users Associations, irrigation Water User Committees, Farmer Field School Groups. Further, access to land for irrigation by women and youth should be promoted in the same percentage. Access to irrigation services means women- 40% and youth 20% of the total number of farmers in Kabuyanda scheme shall be women and youth respectively. The consultant shall support the development and establishment of management institutions and implementation to ensure; the elections of women and youth in the scheme management positions, orient women, youth and other vulnerable groups like the elderly etc. in their management roles, support monitoring and evaluation of scheme management structures, encourage the contractors to recruit women and youth, sensitize the workers on gender, GBV/VAC, sensitize the women and youth on their role to participate in infrastructure management, and employment, participate in the water allocation planning meetings, plot configuration, demarcation processes, land allocation reviews, formation of Irrigation Water

User Committees (WUCs) , Irrigation Water User Association (IWUAs), Farmer Field schools (FFS), Farm enterprise groups, formulation of MOUs, constitutions, slogans and association objectives; formation of FFS, participate in the hygiene and sanitation activities.

3.1.7 Development of Gender Sensitive Information, Education and Communication (IEC) Materials

The consultant shall develop gender training tools, modules, guidelines and also ensure such messages are included in the development of IEC materials, tools and modules, and guidelines.

3.1.8 Out puts: The above highlighted gender related activities should aim at ensuring conduct of at least 42No.Meetings I.e. one meeting for each of the 38 villages in the project area,, one district meeting and three sub county meetings.

3.2 Service Task 2: Addressing violence against children (VAC) and Gender based violence (GBV) including Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH)

3.2.1 Interventions under this project assignment will:

- i) Enhance mechanisms to mitigate risks of GBV/SEA/H and VAC due to the project.
- ii) Strengthen the community to help prevent GBV/ SEA/Hand VAC in the scheme.
- iii) Strengthen coordination with national, District and community authorities to monitor implementation of mitigation measure in areas traversed by the irrigation scheme project.

Description of services for 3.2.1

- i) Enhancing mechanisms to mitigate risks of GBV and VAC due to the project.** This will include implementing activities to mitigate risks of GBV and VAC, particularly those associated with the influx of male workers, including:
 - Support the establishment and/or implementation of codes of conduct by the contractors that clearly outline unacceptable behavior and consequences for harassment and GBV to be agreed upon and signed by all project staff.
 - Support the contractor(s) in establishing a sensitization and worker led prevention program on GBV in the workplace for workers including information on the legal and institutional framework in Uganda, prevalence of GBV and managing risks in agricultural projects.
 - Enhance existing GRMs to document reported instances of GBV and VAC and to refer survivors to existing community or government service providers that provide health services, legal aid, and psychosocial support. This will include a communication strategy on the GBV and VAC function of GRMs, train project monitoring units in the application of data confidentiality protocols, link survivors to services and resources to report GBV and VAC (i.e. The Uganda Child Helpline, District Probation Offices, etc.).
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- ii) Designing and implementing a GBV and VAC community prevention program in the project area.** The proposed activities seek to increase the resilience of communities

to prevent and respond to risks of GBV associated with the project. This set of activities targets segments of the community at risk of GBV and VAC and seeks to mobilize the community to change norms and behaviors that generate and perpetuate GBV and VAC. Proposed activities are described as follows:

- Conducting a rapid assessment of GBV and VAC in the project areas, including identification of populations at risk, key risks and protective factors, institutional response (e.g. government, NGOs, informal institutions) and mapping programs and services available for survivors of GBV and VAC in the projects area.
- Developing a prevention program that focuses on: i) strengthening resilience and safety of populations at risk of GBV, particularly adolescent girls and ii) community mobilization to reduce tolerance to GBV and VAC. This must include engaging with men and women /girls and boys. Iii) Coordination with organizations that provide livelihood support, vocational training, and life skills development to Adolescent Girls.

3.3: Service Task 3: Strengthen Capacity of Local communities/ leadership to monitor implementation of mitigation measure in areas traversed by the irrigation project.

This will include:

- i) Strengthen existing mechanisms or assist authorities to establish a new strong mechanism to monitor the project's management of GBV and VAC risks. This will include community feedback sessions.
- ii) The consultant is expected to develop a GBV action plan to guide implementation based on a template provided by MWE.

3.4 Service Task 4: Enhance timely reporting and management of GBV/SEA/VAC incidents within the project areas for effective response

The consultant is expected to perform the following;

- i. Monitor and report the performance of GBV/VAC activities and cases for all project sub-components as per the agreed flow chart agreed with the Client and the World Bank.
- ii. Monitor and report the referred project GBV/VAC related grievances and document the closure of all resolved complaints.

4.0 ASSIGNMENT IMPLEMENTATION MODALITIES AND FACILITATION

For ensuring organizational and Stakeholder wide appreciation and ownership of the proposed assignment, the consultant shall be required to organize coordination of workshops/meetings for presentation of key reports after each project milestone to a representative group of stakeholders that is to be agreed with the client. The Consultant will further be required to include a provisional sum of 100,000 USD to meet costs of holding the workshops/meetings and staff training. The Client will pay the Consultant based on actual and approved expenditure of the Consultant's budget (for workshops and meetings) which will have been discussed and agreed to prior to commencement of the Consultancy. The basis for payment of participants by the Consultant will be full participation for the entire duration of the workshop together with an authentic invitation letter of the participant. The workshops/meetings are expected to be held at the District level, Sub County and Village level. A total of 20 participants at District level, 10 at Sub County level and 10 at village level shall be expected to attend the workshop and or meeting.

Approximately 85 workshops/meetings (75No. at the Village level; 9No.at the Sub Counties and three at the district) is proposed to mitigate GBV matters and sensitize and mobilize and sanitize on Gender related activities; all to be held in 38 villages and each at the district level and three Sub Counties . These workshops will be organized by the consultant based on the agreed work plan and methodology during the technical proposal and as reviewed during inception phase with the client. The consultant shall budget and handle prior facilitation to the activities and recover the expense during certificate invoicing. At each workshop, the consultants will make Power Point presentations, prepare workshop/meeting documentation, required information, provide concise background documents for discussion and prepare workshop reports to document the proceedings with activity implementation proof in form of photos.

It should be noted however that GBV and VAC are not one of activity but rather are continuous and should always be integrated in all activities.

The Consultant will quote all relevant inputs for the technical and support staff to cover : Professional fees, staff field allowances, professional input for stakeholder mobilisation , sensitisation, training development and processing of information, education and communication materials and all other related financial logistics: field offices, vehicles, Fuel, equipment and tools etc., as required to accomplish the assignment. Allowances and fuel for the client, district and central Government staff will be handled by the client.

Field Training of MWE Sociologist: The consultant will produce a program or a schedule for training the Trainee for hands on training about Gender, GBV, VAC, SH, SEA, with specific skills related to implementation and the trainee will be provided by the client and the facilitation of the trainee will be borne by the consultant and be recovered from the client as per the agreed terms and costs during inception as part of the provisional sums.

5.0 Organisation of the Assignment

The assignment will be organised in terms of time, deliverables and reporting as follows;

5.1 Assignment Reporting and Coordination

The assignment will be coordinated and reported in the following manner;

The Ministry of Water and Environment through its Water for Production Department will coordinate and manage the assignment implementation will be represented by Project Coordinator..

All reports will be submitted to:

***Permanent Secretary
Ministry of Water and Environment
P. O. Box 20026
Kampala***

Attention:
***Component Coordinator – Irrigation Services
Irrigation for Climate Resilience Project.***

The consultant shall hand over all data collected during the course of the assignment to the client in formats approved by the client including shape files. Reports shall be delivered to the client's address as stated above with a copy to the World Bank Task Team Leader for ICRP.

5.2 Assignment Deliverables and time

The assignment will be implemented and reported according to the set deliverables and implementation reports should bear implementation proof like photographs, attendance lists and or signed implementation forms signed by the respective Sub Counties.

The detailed schedule for the required reporting is contained in Table below.

ITEM	REPORT/DOCUMENT TITLE	TIMING AFTER COMMENCEMENT	CONTENT	NO. OF COPIES
A.1	Inception Report	Month 1	<p>a) The report shall outline the Consultant's mobilization, the work plan, strategy, methodology, plan and timetable for the services,. Conduct field visits, incorporate field visit findings on gaps, opportunities and challenges plus recommendations in the inception report and comment on the TORs.</p> <p>b) The quality assurance plan shall include the following (i) A quality policy statement setting out the objectives of the plan and (ii) The personnel who will implement the plan, their responsibilities and authority.</p>	6 hard copies and an electronic copy on a memory stick o
A.2	Quarterly Progress Reports	Quarterly	Consisting of the comprehensive account of the key activities and outputs done in the period as per the work plan of the consultant.	6 hard copies and an electronic copy on a memory stick.
A.3	First Progress Report	Month 7	Consisting of the comprehensive account of the key activities and outputs done in the period as per the work plan of the consultant.	6 hard copies and an electronic copy on a memory stick

A.4	Second Progress Report	Month 15	Consisting of the comprehensive account of the key activities and outputs done in the period as per the work plan of the consultant.	6 hard copies and an electronic copy on a memory stick
A.5	Third Progress Report	Month 24	Consisting of the comprehensive account of the key activities and outputs done in the period as per the work plan of the consultant.	6 hard copies and an electronic copy on a memory stick
A.6	Final Report	Month 30	Consisting of the comprehensive account of the key activities, Outputs, findings recommendations from the commencement for each well specified deliverable by deliverable following all approved work plans. The final should be produced with photos arranged in each deliverables with captions to describe the activity on all photos.	6 hard copies and an electronic copy on a memory stick

The Client shall review and provide comments on the reports within two weeks of submission and approval of the deliverable reports and work plans shall be approved by the client after the consultant has responded to the comments within two weeks in the reviewed report accompanied by the matrix showing the comments and consultant's response indicating the pages in the report for the reviews.

6.0 CONSULTANCY TECHNICAL AND TEAM QUALIFICATION REQUIREMENTS

6.1 Organisation experience and Technical requirements

A competent Consultancy firm with the following professional qualifications is required:

- i) Minimum of five years' experience in the design and implementation of Gender Based Violence (GBV), Violence Against Children (VAC), Mobilization, prevention and response programs including gender mainstreaming in Uganda
- ii) Submit the firm's organogram to demonstrate the firm's technical and managerial capability
- iii) Experience of assignments of similar scope and nature and value in the last five (5) years undertaken in Uganda with particular previous experience of at least two assignments in Western Uganda, Ankole Sub-region.
- iv) Presence of appropriate skills among staff in the areas of: (i) GBV/VAC implementation & management, (ii) VAC implementation & management, (iii) community mobilization & Social development, (iv) Gender management skills. The following key staff must demonstrate knowledge of the Project specific Local Language-Runyankore, custom norms

and values; Social Development Specialist, GBV/VAC Specialist and Assistant Social Workers.

v) The NGO must be legally registered as a Local NGO and established in Uganda with an office

6.2 Technical Team Required Qualifications and Experience

Key Positions	Core Functions, Competencies and Experience
Team Leader-GBV/VAC Specialist	<ul style="list-style-type: none"> • A minimum of a Bachelors and Master’s Degrees in Anthropology, Sociology, Social Work and Social Administration, Public Health or Development Studies • At least 7 years of proven experience in managing implementation of Gender Based Violence and/or Violence Against Children prevention projects • Demonstrated experience in applying behavioral change approaches in development projects • Demonstrate clear understanding of the local language. • Demonstrated better understanding of the Uganda’s legal, policy and institutional framework for GBV, Child protection and related issues • Demonstrated experience of working in partnership with National and District stakeholders in implementing projects • Monitoring and Evaluation expertise especially tracking progress, preparing good quality reports and documentation of good practice
Social Development Specialist	<ul style="list-style-type: none"> • A minimum of a Bachelor’s Degree in Sociology, Social Work and Social Administration, Development Studies. • At least 5 years of proven experience in Uganda for undertaking mobilization, sensitization and training implementation for community development interventions, understanding of the local language to undertake the following; • Undertake a field survey to undertake rapid assessment of the experience, opportunities, technical skills, challenges, fears, and performance of existing local, Local Government institutions and communities on GBV, VAC/HIV/AIDS handling and status so as to make recommendation for an appropriate management intervention • Define in detail the requirements and enabling condition to empower communities for behavioral change and adoption of information. • Support GBV/VAC/HIV/AIDS/Gender experts in development of I.E.C materials, capacity development and trainings. • Responsible for community mobilisation and communication and organisation of community and stakeholder meetings. • Ensure that cross cutting social management activities are mainstreamed into the design and plan of training modules. • Undertake monitoring and evaluation of assignment activities

	<ul style="list-style-type: none"> • Prepare 'case studies' based on the reviews of monitoring reports and sample survey of the selected activities and document procedures adopted, problems faced and good practices in planning and implementing of the assignment.
Gender Expert	<ul style="list-style-type: none"> • A minimum of a Bachelor's Degree in gender studies, development or related social science discipline • At least 5 years proven experience in Uganda. Additionally, GBV, and / or VAC prevention and response experience is an added advantage • Stakeholder engagement, representation, and networking with respect to gender mainstreaming activities at the community and district levels. • Ability to facilitating gender awareness and training activities in the local language for target communities. • Capacity building of, Women, youth, elderly etc. and general community on gender, including development and facilitation of key training packages
Assistant Social Workers	<ul style="list-style-type: none"> • A minimum of a Diploma in Gender, Social /Community Development and related field • At least three years Uganda practical experience in community development / community mobilization • Experience of working on community issues is preferred • Experience in providing assistance in mobilization and facilitation of training and project activities • Mainly responsible for field community mobilization, identification of village agents and collaboration, support the specialist/experts in the implementation of activities.

The consultancy firm shall constitute a core team for undertaking the activity with a total time input of as shown per consultant but all expected to complete the assignment in 30 months

6.3. Below is an illustration of the key personnel input in man months.

	Key staff		
		No. of Staff	person month input
1	Team Leader/Project Manager - GBV/VAC Specialist	1	20
2	Social Development Specialist	1	18
2	Gender Expert	1	1
5	Assistant Social Workers	02	20 each

7.0 DURATION OF THE ASSIGNMENT

The assignment's contract duration will be 30 calendar months.

8.0 Data and Services from the Client

The Client will:-

- i) Assist the Consultant to make contacts with any relevant Government Institutions from whom information to enable execution of the assignment may be required.
- ii) Provide a Sociologist Trainee for training
- iii) The following documents can be obtained by the consultant from the client
 - 1. Water for Production Capacity Building Strategy
 - 2. Water for production management strategy
 - 3. Irrigation Policy 2018
 - 4. Water Policy 1995.
 - 5. MWE Gender mainstreaming strategy
 - 6. National Gender strategy
 - 7. Resettlement Action Plan
 - 8. Project Sectional Raps
 - 9. Project feasibility reports
 - 10. Environment, Social Management Framework
 - 11. Resettlement Policy Framework
 - 12. Project Environment and Social Impact Assessment Report