



## **TERMS OF REFERENCE FOR CONSULTANCY SERVICES**

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Develop a manual to guide on addressing social norms and harmful gender practices.

**Uganda Network on Law Ethics and HIV/AIDS (UGANET)**

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## **Introduction**

Formed in 1995, UGANET is a social Justice and law organization that champions women's human rights, and gender equality work in the context of health and HIV/AIDS. UGANET envisions a Uganda free from human rights abuses in the context of Health, HIV and Gender; and her mission is to advocate for social and legal protection of vulnerable persons in context of human rights, Health, HIV, and gender equality. This is done through five strategic goals; Research, advocacy and Strategic litigation; Promoting Gender equality and Prevent Violence against Women; Promote Access to justice and community empowerment; fostering Partnership with Government and key institutions on Human rights frameworks in Uganda and globally.

## **About the project**

UGANET in a consortium with International Community of Women Living with HIV East Africa Chapter (ICWEA) and the Human Rights Awareness and Promotion Forum (HRAPF) is implementing the Global Fund RSSH and Human Rights project titled "Strengthening community systems and reducing human rights related barriers to HIV/TB services in Uganda." The project aim is to address human rights related barriers to HIV/TB services in Uganda. In its interventions, the project will work to address human rights barriers and among its interventions is the aspect of working with resource persons in 12 regions to study and document the harmful gender practices and norms common to each of the regions. The reports obtained will be used to develop a manual guide that will be used by stakeholders, leaders and partners in addressing human rights violations to their root causes.

## **Background**

Gender equality is a matter of justice that women and men should have equal opportunities in all aspects of life and yet there continues to exist many practices hinged on gender inequalities affecting women and girls and putting them to a disadvantaged position in society. Many of these practices are rooted in cultural settings that have created the gap between women and men there by contributing to human rights violations in society. The effects of these social norms are seen in human rights violations in all aspects, access to financial services, access to basic goods and commodities, to health, property ownership and in all other spheres of life. Decision making at household level is a preserve of the males and yet for actual empowerment, it is the decision making at this level that counts most. In many cases men make the decisions because they are the breadwinners. Ownership of assets like land and livestock is still the preserve of males. Women's land rights are limited in Uganda both by the inequitable legal structure and by traditional practice. Data shows that female-headed households have less land than male-headed households. Women own only 7% of the registered land in Uganda.

In several communities wife battery that does not result in serious injury is tolerated and considered a normal part of marriage. There is general agreement that domestic violence rates are high in Uganda and it is estimated that more than 40 percent of Ugandan women have suffered domestic violence. There is differentiated access to justice between men and women. For example, for gender-based violence that remains a big issue today, reporting of cases was very low. It was surprising to note that many women (70%) have accepted domestic violence and cannot report because the offenders are their partners. Domestic violence cases are on the rise as reported by the

Uganda Police Annual Crimes report of 2020. The root causes of this and the many other forms of violation of women and girls' rights need to be interrogated. The disempowerment and marginalization is also evident in business operations. A gender and growth assessment in Uganda established that women headed enterprises were much more likely to be subject to harassment and to pay bribes than male headed ones; i.e., women are seen as "soft targets". The causes of Gender inequality in Uganda need to be interrogated to be properly addressed. Unequal access to and control of resources, the "lack of control" of resources, and the associated lack of decision-making power, is by far the most important, and most complex, of the issues. The economic dependence of women, their lack of control over productive resources and assets is at the root of the problems women face. At the household level, women's limited decision-making is associated with their insecurity of access to productive resources, especially land, and to their being predominantly engaged in the unpaid care economy. Differences in decision-making power within the household is one of the factors contributing to poor health outcomes in Uganda, including the high levels of maternal and child mortality. The issue of women's lack of control applies to the use of their own time. There is a dark side to the issue of women's lack of control of productive resources: powerlessness in the face of sexual and other forms of violence against women, which is exacerbated by the linkage between violence and the spread of HIV/AIDS. • Cultural Subordination Many of the issues of power and control over assets highlighted in this report have cultural roots. The fact that payment of bride price brings a control imperative where women are also "property" is one of the root causes of the gender inequalities within households. This has a bearing on all aspects of life ranging from resource allocation and control; roles and responsibilities in society and therefore livelihood options and opportunities; as well as acceptable levels of empowerment. There are important gender differences in men's and women's legal status and in the rights and protections afforded by law. Key gender-related barriers to access to justice have been identified as: (i) substantive law issues, relating to gender biased laws and differences in evidentiary requirements; (ii) administration of law issues, including physical access, training and orientation of staff, and delays in delivery of justice; and (iii) barriers which exist in the community where disputes occur, notably the role of culture, religion, and patriarchy in community management, power imbalances in the household, and community dispute resolution for a which are not necessarily gender-inclusive or gender-responsive.

It is against this backdrop that UGANET with support from TASO Uganda and the Global Fund seeks the services of a consultant, with knowledge and expertise in gender programming and mainstreaming, to work with the legal department to develop a comprehensive manual that will guide all users in addressing harmful practices deep rooted in culture and fueling violence against women.

## **A. Objective**

The main objective of this consultancy is to develop a manual to guide on addressing social norms and harmful gender practices that will guide practitioners, leaders and activists across 12 regions in Uganda in addressing Gender based violence.

## **B. Scope of work**

In order to achieve the above objective, the Gender expert shall perform the following tasks:

1. Prepare an inception report and conduct a preliminary desk review to guide in designing of the data collection tool.
2. Design a tool for data collection which will be reviewed, fine-tuned and approved for use.
3. Work with UGANET to recruit and train 24 Technical Assistants that will collect data using the tool designed by the Consultant.
4. Participate in regional meetings to validate findings from the Technical Assistants' reports.
5. Develop a manual to guide on addressing social norms and harmful gender practices.
6. Present the developed manual for validation at the national level meeting.
7. Prepare regular progress reports; - with details on the progress of the tasks at hand, assignments, activities performed, any issues and problems identified and solutions proposed.
8. Perform other assignment related tasks.

## **C. TIME FRAME**

The consultancy will run for a period of 6 months, starting from 1<sup>st</sup> October 2021.

## **D. DELIVERABLES**

The Gender Expert/consultant will produce and submit to UGANET Executive Director the following list of deliverables

- (a) A well thought through inception report that confirms full understanding of this TOR
- (b) A fully developed manual to guide on addressing social norms and harmful gender practices.
  
- (c) All written process and final reports and photographs

## **E. REPORTING ARRANGEMENTS**

The Gender expert will report to the UGANET Executive Director.

The Gender expert will maintain direct coordination with UGANET technical staff and more specifically with the Head, Legal Aid and Community Justice Department.

## **F. QUALIFICATION OF THE CONSULTANTS**

It is envisaged that this exercise will be conducted by a highly competent researcher and expert in the Gender field, preferably an academician, with experience and practice in the gender related field given that the consultancy focus is on addressing VAW through identification of social norms and harmful practices and identifying solutions tailored to suit within different cultural settings based on the specific violations. The gender expert will demonstrate highly intelligible skills and expert understanding of this subject as described in the desired functional competencies below:

### **Required Skills and Experience**

Academic Qualifications:

- Master's Degree or equivalent (5-year university education) in Gender, Law or any other related field; PhD degree is an added advantage.

**Working experience:**

- At least 10 years of previous professional experience as a legal practitioner lawyer, a gender consultant or expert and, or an academician with the experience of working on issues of Gender programming, mainstreaming and or VAW/G prevention.
- At least 5 years of previous experience in working in gender related fields or teaching gender courses on academic or professional training levels; providing professional trainings to judges is an advantage;
- Previous experience in teaching legal/judicial reasoning or related area is an advantage;

**Competencies:**

- A demonstrated understanding of social justice adjudication particularly on issues of violence against women and gender equality
- very good knowledge and understanding of various tools, techniques and methods of addressing VAW/G and programming that focused on creating preventative measures to end VAW/G in communities.
- Knowledge of differences in ethnic practices across the country with an emphasis on the bad social norms and cultural practices common to each of the 12 regions that will be focused on.
- Current or previous working experience related to gender studies and gender mainstreaming is an advantage;

***Corporate Competencies:***

- Demonstrate integrity by modeling the TASO/UGANET values and high ethical standards
- Demonstrate excellent understanding of the root cause of violence against women and its prevention.
- Promotes the vision, mission and strategic goals of TASO/UGANET
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability
- Treats all people fairly without favoritism
- Excellent analytical and organizational skills

**Consultant/gender expert qualities:**

- Proven commitment to the core values of the human rights principles, in particular, respecting differences of culture, gender, religion, ethnicity, nationality, language, age, HIV status, disability, and sexual orientation, or other status;
- Responsibility, creativity, flexibility and punctuality.

**G. Scope of Proposal Price and Schedule of Payments**

- The contract price will be a fixed output-based price regardless of extension of duration;

- The potential consultant should submit an all-inclusive bid with detailed costing for professional fees, operational costs, travel costs anticipated etc.
- Payment will be made by UGANET upon achievement of the corresponding milestones identified and outlined in this TOR (Data sheet) in accordance with an approved work plan and budget.
- 50% payment of the agreed amount will be paid on submission and approval of the inception report.
- The final payment will be made when the final handbook is submitted to UGANET and approved.
- All payments will be subject to statutory deductions as per the laws of Uganda in force at the time.
- All payments will be made by cheque or any other means as may be convenient upon submission of an invoice by the Consultancy

## **H. APPLICATION INSTRUCTIONS:**

Interested individual consultants must submit the following documents/information to demonstrate their qualifications:

1. Offeror's Letter confirming Interest and Availability;
2. Technical Proposal:
  - Explaining how the applicant responds to each of the qualification requirements (particularly providing details on the previously implemented similar projects) and why he/she is the most suitable for the work;
  - Shortly describing methodology for developing the manual and all required outputs
3. Personal information (as a detailed CV) with at least three referees;
4. Financial proposal.
5. Interested persons are encouraged to send their expression of interest with all the required documents to [applications@uganet.org](mailto:applications@uganet.org) copying [grace.nayiga@uganet.org](mailto:grace.nayiga@uganet.org) not later than 17th September,2021. Only the successful candidate will be contacted

All applications should be addressed to;

The Executive Director,  
 UGANET  
 Plot 19, Valley Road Ministers' Village Ntinda- Kampala.  
 Office Telephone: +256-41457453