



CONSULTANCY
FOR A GENDER AND SOCIAL INCLUSION ANALYSIS FOR THE
ADVANCING WOMEN'S ENGAGEMENT: STRENGTHENING OPPORTUNITIES TO MOBILISE
FOR EQUALITY (AWESOME)

TERMS OF REFERENCE

1.0 Introduction

Forum for Women in Democracy (FOWODE) is a national women's rights organization that grew out of the women's caucus of the 1994-1995 Constituent Assembly that passed the 1995 Constitution, acclaimed to be one of the most gender responsive in Africa. FOWODE was established to pursue the vision of a Ugandan society where women and men equally participate in and benefit from decision-making processes in public and private spaces. FOWODE champions women's rights through capacity development, community empowerment, policy engagement and strategic partnerships.

FOWODE is implementing a 5year program, **Advancing Women's Engagement: Strengthening Opportunities to Mobilize for Equality (AWESOME)**, whose aim is to respond to Sexual and Gender Based Violence (SGBV) and promote women's participation and leadership. The programme is implemented in a consortium of seven organisations in Ethiopia, Kenya and Uganda and is funded by the government of the Kingdom of the Netherlands. In Uganda, FOWODE will implement this programme in partnership with National Union of Women with Disabilities of Uganda (NUWODU) and together we will work in the districts of Masindi, Lyantonde, Amudat and Amuria covering all sub counties therein.

The programme's strategic objective is that Women's movements in Ethiopia, Kenya and Uganda are strengthened, less fragmented and more representative of diverse groups of women, including women with disabilities, resulting in a stronger collective voice to challenge social norms and influence policies and key decisions affecting them. The specific objectives are; (i) to prevent and eliminate sexual and gender-based violence (SGBV) against women and girls and (ii) to strengthen women's leadership and women's participation in decision-making, including political leadership. It is hoped that the program's interventions will increase collaboration and solidarity among women's rights organizations, empower society to ensure greater willingness and support to challenge harmful

gender norms and attitudes and improve the policy and legal framework for the realization of women's rights at institutional levels.

Rationale for consultancy

FOWODE wishes to contract a consultant to conduct a Gender Equality and Social Inclusion analysis, which will provide deeper insights into the issues (related to SGBV and leadership) affecting women at national and local level and inform the implementation of the ongoing AWESOME project.

2.0 Objective of the assignment:

The overall objective of this assignment is to conduct a gender equity and social inclusion analysis at national and local levels with a focus on disability, age, sexual orientation, gender identity and expression (SOGIE) ethnicity, religion, occupation, geographical exclusion (rural/urban divide), access to media, information and communication technologies (ICTs) and its linkages to SGBV and women's participation in decision making.

Assignment specific Objectives

Focusing on the four project districts indicated above, the consultant is expected to;

- 1) Review existing policies and programs in Uganda on SGBV, disability inclusion and women's participation and identify the existing gaps.
- 2) Conduct a deeper gender and social inclusion analysis on SGBV, disability inclusion and women's participation at national and local levels.
- 3) Review and conduct political economy and power and conflict analyses, and make recommendations to better inform the project's objectives on SGBV, disability inclusion and women's participation.
- 4) Document best practices that promote gender equity and social inclusion in SGBV prevention/response, disability inclusion and women's participation in a similar context.

3.0 Scope

The analysis will largely be desk review at national level with information from the districts to shape the analysis.

4.0 Methodology

FOWODE and Womankind Worldwide welcome Expressions of Interest that propose a suitable methodology to complete the GESI and Conflict analysis. The analysis will largely depend on desk review however a consultant will propose an appropriate sampling methodology valid and cost effective. The consultant in her/his technical proposal will propose GESI parameters and proposed tools will be discussed and approved by the FOWODE team before the commencement of the analysis. The analysis will be presented to FOWODE, reviewed and validated with the key stakeholders, before the final report is developed.

5.0 Proposed timeline

The assessment will be conducted in 22 working days (not consecutive) between 12th August and 13th September 2021.

6.0 Deliverables

- 1) An inception report outlining how the assignment will be executed. This report shall be submitted for review and approval by FOWODE after the signature of the contract before commencement of the work.
- 2) Data collection tools/checklists. These shall be submitted for review and approval.
- 3) A draft GESI analysis report shall be submitted within 15 days after completion of both desk review and field work, and shall be accompanied with the raw data collected.
- 4) A clear and concise well-written final GESI analysis report (not more than 50 pages) containing lists and tables, facts and figures.

7.0 Consultant Competencies, Experience and Skill requirements

The consultant(s) should have the following qualifications/expertise:

- Post graduate degree in Social Sciences, Economics, Gender Studies or others as may be relevant.
- 7 years' experience of carrying out desk reviews (Essential)
- 5 years' experience and knowledge of governance, human rights, gender and participatory development programmes (Essential).
- Knowledge of country context (Essential).
- Experience of working with local communities and non-governmental organisations.
- Excellent writing, editing, attention to detail and organizational skills (Essential)

8.0 Application process and timeline

We invite interested individuals and companies to submit the following application documents:

- Expression of interest
- Technical and Financial proposal (should include proposed activities schedule/work plan with time frame)
- CV of the consultant/s who will undertake the assessment;

Application deadline 9th August 2021

Please send the Eol to:

The Executive Director

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