



**Terms of Reference**

**for**

**Rapid assessment of the Duty Bearers (Legal and Law enforcement, Cultural, Security and Religious) in the management of SRHR/SGBV and Gender Barrier Analysis.**

**OCTOBER 2023**

## **1.0 Background**

The project is directly aligned to the Republic of Uganda EU Multi Annual Indicative Program 2021-2027 (priority 3), contributing to EU priority in support of democratic governance and social inclusion which allows working on education for girls, social protection, social services, sexual and reproductive health, and rights (SRHR), refugee response. It is further aligned to the National Strategy to end Child Marriage & Teenage Pregnancy 2015/2016-2019/2020 (UNICEF, 2015). It will also contribute to the realization of SDGs, in particular Goal 5 on Gender Equality. Additionally, it has a direct contribution to the EU Action plan on Human right and Democracy Uganda 2020-2024 addressing working and capacity development for local and grassroots CSOs and use of a rights-based approach with gender sensitive actions that are relevant under specific objective 3, by empowering girls and boys contributing to the fulfilment of the rights of women and girls. The community awareness raising and dialogue to address root causes of gender inequality will contribute to the reduction of SGBV. Amref Italy and Amref Health Africa HQ through its operations office in Uganda (respectively, applicant and co-applicant) will work with two local CSOs (Uganda Women's Network - UWONET –co-applicant- and Nsinze Health Workers Association, a grassroots organization), key informants in stakeholder mapping, and experts in enhancing local ownership. Perception and attitudinal change component of the action is applied as a socio-cultural approach to address GBV, e.g. community leaders and men/boys engagement, etc. A good portion of the action is geared towards building the capacity of local authorities, service providers and CBOs, which improves sustainability and scalability of the action.

## **2.0 Overview of the Project**

AMREF in partnership with UWONET and NSHAWA are implementing a Project 'Scale Up the Reduction of Teenage Pregnancy' with the primary goal to; Increase awareness, demand and access to SRHR/SGBV prevention and response services for young people, women and persons with disability at all governance levels, Enhance capacities of key stakeholders and Duty Bearers to effectively deliver quality prevention and care services, and to address the social norms and practices that lead to teenage pregnancy and SGBV, Improve monitoring, case management and referral pathways to protect young people, women and persons with disability, and Increase the capacity of institutions (legal, religious and cultural) to respond to and properly manage teenage pregnancy and SGBV cases.

The project focusses on implementation of pertinent activities through the district, building and strengthening the local structures/ institutions for sustainability, empowering the communities and various Stake Holders at various levels to provide services aimed at preventing and addressing SRHR/SBGV related issues within the communities.

The project employs a Human Rights-based Approach to contribute to a violence free and just environment, in which the youth, girls and boys are able to enjoy their SRHR freedoms and rights, and to fully develop their potential. All actors, health, legal and policy sectors have been empowered to provide for, defend, and advocate for SRH rights as well as ensure inclusivity of all Stake Holders for effectiveness of the Project. From our interactions with the communities, issues around SRHR/ SGBV have been linked to pertinent gender disparities as well as the capacity of the existing institutions. It is upon this background that the project is seeking competent personnel to conduct a Gender Barrier Analysis and assessment of Duty Bearers (Legal and Law enforcement, Cultural, Security and Religious) in the management of SRHR/SGBV.

### **2.1.1 Project Goal:**

The goal of the project is to Scale Up Reduction of Teenage Pregnancies Among Vulnerable Girls in Eastern Uganda.

### **2.1.2 Specific Objectives of the Project:**

1. Increased awareness of SRHR and increased demand and access to SRHR/SGBV prevention and response services for young people, women and persons with disability at all governance levels.
2. Enhanced capacities of key stakeholders and duty bearers to effectively deliver quality prevention and care services, and to address the social norms and practices that lead to teenage pregnancy and SGBV.
3. Increased capacity of institutions (legal, religious and cultural) to respond to and properly manage teenage pregnancy cases M&E, and closing activities:

### **3.0. The consultancy**

Amref Health Africa in Uganda has planned to undertake a participatory Rapid Assessment of the Duty Bearers (Legal and Law enforcement, Cultural, Security and Religious) in the management of SRHR/SGBV and Gender Barrier Analysis.

#### **3.1. General Objective of the Gender Barrier Analysis.**

The main purpose of a Gender and Power Analysis is to strengthen our understanding of how gender and power inequalities impact rights and lives women and girls at home, in school, and within their communities and to strategically tailor our interventions to close inequality gaps, transform unequal power relations, and advance gender equality and social justice, whether through new interventions, strengthening the already existing efforts, or coming up with new project activities. It will also determine the prevalence of gender-based violence, fostering factors and how they are impacting on women and children within the target districts. It will further critically examine how differences in gender roles, activities, needs, opportunities and rights/entitlements affect men, women, girls and boys in certain situations or contexts.

#### **3.2. Specific objectives**

The Assessment seeks to;

- To Conduct an area-specific gender study to clearly understand gender contextually and the foundational issues underpinning gender disparity in the community.
- To Provide an understanding of how gender inequality manifests in the Project areas.
- To Identify key barriers to achieving gender equality (including social norms, legislative, institutional capacity, political will etc.) focusing on those areas that are of interest to the Scale Up Project.
- Assess the extent to which gender barriers and gaps affect participation of children - boys and girls, men and women in reproductive age from accessing SRHR services.
- To understand Key Stakeholder's – government and implementing partners- commitment and capacity to work on gender equality issues.
- To analyse the specific gender context in the target districts that will actively foster inclusion of gender, youths and traditionally marginalized populations into regional development platforms activities.
- Identify potential opportunities for gender inclusion within the two districts (Bugiri and Namutumba)
- Define the results to be achieved in the integration of the gender dimension, specify the methodology for evaluating these results and the monitoring framework to be put in place.
- To develop a Gender and Social inclusion plan for the project Implementation.
- To examine patterns of power and decision-making, evaluating women's access to decision- making structures at various levels and how gender norms and unequal resource access influence this access. Identify intersecting factors contributing to discrimination and marginalization. Suggest strategies for addressing unequal power

relationships and decision- making structures, including engaging men and social institutions.

#### **4.0. Scope of Work**

The Rapid Assessment will investigate all project processes and achievements of the Scale Up Reduction of Teenage Pregnancies among Vulnerable Girls in Eastern Uganda. The assessment will cover findings from all the 2 districts of Eastern Uganda. It will include;

- Developing an evaluation protocol for IRB approval
- Analyzing the effectiveness of the policy sector in drafting, formulation and enactment/enforcement of policies aimed at addressing SRHR/SGBV.
- Assessing Key barriers to achieving gender equality (including social norms, legislative, institutional capacity, political will etc.) focusing on those areas that are of interest to the project.
- Mapping of actors with the mandate and capacity to act for gender equality (NGOs, donors, International Organizations, religious institutions, line ministries, gender equality national machineries, etc.)
- Mapping of knowledge/information gaps (e.g. sex-age disaggregated statistical information)
- Clear and realistic suggestions for the inclusion of gender in the areas of intervention (e.g. sectors of concentration, thematic area).
- Determine current levels of knowledge, attitudes, perceptions and practice of Community Duty Bearers towards SRHR/SGBV prevention and response.
- Establish the current capacity and readiness of the Duty Bearers and beneficiaries to champion and address SRHR and Gender related issues.
- Develop an inception report detailing the consultant's understanding of the assignment, proposed methodology, deliverables, timelines and budget.
- Develop data collection tools to be reviewed by Amref Uganda and Amref Italy staff.
- Use digital data collection
- Recruit Research Assistants to work with the consultant in managing primary and secondary data collection.
- Conduct a desk review of project documents and other relevant documents.
- Develop a comprehensive implementation plan for carrying out the survey, including a training plan for the research assistants
- Train data collectors and pre-test data collection tools
- Coordinate and supervise data collection, including interviews and focus group discussions.
- conduct data analysis
- Prepare a draft report and present to Amref Uganda, Amref Italy and partners for feedback
- Develop a final report incorporating feedback provided
- Submit all the questionnaires and data sets (raw data) used in analysis.
- Submit to Amref Uganda country office the final report (The report will be: three bound hard copies, soft copies and a complete data set and code book). The reports should be no more than 40 pages, excluding annexes.
- Conduct a dissemination meeting to share the results with key stakeholders (including MoH and beneficiary representatives).
- Support in writing a manuscript for publication of the findings.
- Prepare a power point presentation of the Rapid Assessment findings
- Identify and examine key gender inequality issues, gender norms, and power relations in the context and address how Scale Up can best address these dynamics. The analysis should consider gender norms, roles, gendered division of labor, institutional practices, and barriers along with assessing access to and control over assets and resources, decision-making structures, gendered risks, and safety issues as well as gender issues.
- Analyze and document gender responsibilities and time use patterns, examining how men and women allocate their time across various activities and considering age and other

intersectional characteristics. The analysis should highlight gender-based differences in mobility, participation in meetings, social interactions, information access, leisure time, and rest, while also addressing the impact of unequal work burdens and gendered tasks.

- Investigate safety, dignity, and well-being concerns, focusing on the prevalence of gender-based violence (GBV) and the availability of data. Conduct a brief mapping and assessment of safe spaces, service providers, and referral pathways/networks, identifying opportunities and gaps. Examine other gendered risks in the context, including those faced by men and boys.
- Evaluate the laws, policies, regulations, and institutional practices relevant to gender equality and inclusiveness. Identify gaps in the legal framework and opportunities to promote gender equality through existing laws and policies.
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### **5.0. Approach**

It is expected that the consultant(s) will adopt participatory evaluation methodologies involving the local community, government (MoH) and other partners. The evaluation design shall be further discussed, agreed upon and approved by Amref before commencement of any field data collection.

### **6.0. Deliverables**

The consultant is expected to deliver:

- Research protocol that will be submitted for IRB approval
- Inception Report (Technical) outlining the preferred survey methodology and justification for selection of the methodology, schedules, data collection tools, names and particulars of the consulting team members.
- Submission of final evaluation report and any relevant documents to Amref Health Africa at the end of the survey. This should include relevant annexes such as: A questionnaire and other data collection tools
- Power point slides of the key rapid assessment findings.

### **7.0. Expected Profiles of the Consultant**

The potential consultancy firm/consultant should have an overall understanding of health program policies and systems and SRHR and SGBV program strategies and policies in Africa, preferably in Uganda. He/she should have a demonstrated experience in rapid assessment or evaluations of Gender programs. He/she should have clear understanding of the continuum of services within the SGBV prevention and response cascade. Experience in conducting Sexual and Reproductive Health related interventions, Sexual Gender Based Violence or any Gender Based intervention especially in line with case management and other processes. The consultant should have good knowledge of Gender, Equity and Social Inclusion in RMNCAH programming. Candidate should have demonstrated experience in working with the Ministry of Health, Maternal health (SRHR and SGBV) and MOGLSD. The suitable candidate should possess at least Postgraduate training in public health, Legal practices, gender, Social Sciences or related disciplines.

### **8.0. Role of Amref**

- a) Participate in the evaluation steering committee meetings.
- b) Provide technical oversight, quality assurance and control for the evaluation as necessary
- c) Provide feedback on the draft inception report and confirmation of approval before any data collection begins.
- d) Mobilize local communities and partners to effectively participate in the evaluation.
- e) Provide letters of introduction to the consultancy firm
- f) Provide the relevant project documents for review.
- g) Facilitate the dissemination meeting.
- h) Provide the venue and equipment for the presentation and dissemination of the findings

### **9.0. Role of DHMTs**

- a) Provide relevant technical staff to participate in the survey.
- b) Mobilize communities for the survey and provide relevant information to stakeholders on its purpose.
- c) Attend the dissemination meeting.

### **10.0 Role of the community**

- a) Participate in the survey through provision of information
- b) Through community elders, mobilize the community to participate in the survey.
- c) Provide guidance and direct the participants during the data collection processes.

### **11.0 Time Frame**

The Rapid Assessment is expected to take a maximum of 25 days. This includes the submission of the final report. The final report is to be submitted within five days of completion of the end-term survey.

### **12.0 Response to this proposal**

Interested consultants must include in their application a detailed technical and financial proposal (No more than 30 pages excluding annexes) with the following components

1. Introduction/ Background
2. Consultant's understanding of the task
3. Approach and Methodology
4. Work plan
5. The Rapid Assessment team and key professional inputs
6. Curriculum Vitae(s)
7. Legal documents in case of registered companies
8. Individual or team of consultants can apply. However, the lead consultant should provide his/her Tax Identification Number (TIN)
9. Recommendation letters from previous assignments with contacts of responsible persons.

### **13.0 Submission of proposal**

The proposals should be emailed to the address [jobs.amrefuganda@amref.org](mailto:jobs.amrefuganda@amref.org) with subject line marked "**Scale Up Reduction of Teenage Pregnancies Among Vulnerable Girls In Eastern Uganda.**" not later than **October 29<sup>th</sup>, 2023 5.00pm (EAT)** including both technical and financial proposals in one folder.

### **14.0 Evaluation and award of Consultancy**

Amref Health Africa in Uganda will evaluate the proposals and award the assignment based on technical and financial feasibility. Amref Health Africa in Uganda reserves the right to accept or reject any proposal received without giving reasons and is not bound to accept the lowest, the highest or any bidder. Only the successful applicant will be contacted and those not successful be notified.