

Terms of Reference (TOR)

Local Women's Organisation for GBV project design, capacity development, monitoring and evaluation

June 11 2018

Project title:	Ending GBV and Achieving the SDGs
Location:	Home-based with travel to 2 selected pilot communities in Eastern Uganda and South-Western Uganda
Expected start date:	Upon signature of Contract
Expected Duration of Contract:	Up to 30 months subject to satisfactory performance

BACKGROUND

UNDP has launched a new global initiative to support the achievement of the SDGs by helping countries make progress on the specific gender-based violence and related targets. UNDP's GBV and SDGs project will test the integration of GBV prevention and response components into sectorial programmes and measure the results. It will use the findings of what works and what did not to advocate for better policies and programmes to address and prevent GBV across sectors such as livelihoods, health, environmental programming and good governance. The initiative is also focused on improving specific strategies to address GBV in locales with high prevalence of violence against women and low levels of resources dedicated to prevention and response in adherence to the SDG principle to leave no one behind. Some of the proposed pilots will be costed to estimate the cost of possible scale up to reach a greater number of people.

UNDP Uganda Country Office is supporting the Government of Uganda through the Ministry of Water and Environment to implement "Building Resilient Communities, Wetland Ecosystems and Associated Catchments project" funded by the Green Climate Fund (GCF) (2017-2025). This Wetlands Restoration project aims to restore wetlands and sustainably manage them for improved ecosystem services. The project will provide alternative livelihood options to communities within and around these wetlands to build resilience to climate change. The impact of climate change is increasing the degradation of wetlands and its associated ecosystems in Uganda. The loss of wetlands could exacerbate the well-being of the people living adjacent to these areas that directly use wetland resources for their households' food and security needs. It is noteworthy that climate change often has negative impacts on human rights and gender equality, in addition to aggravating existing inequalities and positions of vulnerable groups. Furthermore, the stress of climate change also contributes to GBV. There is lack of evidence on the drivers of GBV in Uganda, however, some research suggests that harmful social norms around women and girls are the most significant driver of GBV.

To mitigate the GBV and other gender inequality challenges and to ensure building resilient communities that are gender equitable, the Wetlands Restoration project will integrate pilot gender enhancement (mainly customized GBV preventive actions) into the climate change mitigation and alternative livelihood components of the project in two sub-counties in Eastern and Western Uganda by 2020. With the additional financial and technical support from the abovementioned GBV and SDGs Project, this pilot gender enhancement will be also costed and rigorously evaluated through conducting formative research in the anticipation that the approach can be further adapted and scaled-up in the future.

OBJECTIVES OF THIS ASSIGNMENT

The objective of this assignment are to :

1. Lead a participatory process of a GBV intervention design by undertaking formative research to guide the design of an effective GBV prevention program which will be integrated into a livelihood- strengthening initiative.
2. In collaboration with the livelihoods implementing partners, adapt and develop customized tools and materials for GBV prevention activities in the pilot sites, with readiness to scale up through engagement with livelihoods implementing partners. These tools can be adapted to the sites from existing prevention tools/materials that have been used and tested in the past, particularly drawing from those used or in use in Uganda.
3. Conduct capacity assessments of the livelihoods implementing partners and other relevant partners in the pilot sites; provide participatory capacity strengthening and on-going support for the intervention implementation team throughout the implementation period.
4. Build capacity of and mentor implementing partner staff who will facilitate the programme activities in communities.
5. As part of the enhanced GBV activities, provide guidance on community mobilisation to the implementation team. It is expected that some form of community engagement will be a component of the overall pilot design.
6. Provide monitoring and ensure quality assurance of intervention implementation throughout the implementation period; document all monitoring and quality assurance to submit in reports to UNDP
7. Liaise with and provide inputs to the M&E and costing team including reviewing design, tools, and data interpretation to ensure inputs from the programming team to be reflected in design of M&E plan

SCOPE OF WORK AND DELIVERABLES

Scope of Work and Methodology

UNDP, through this project, intends to recruit a local women's organization with the requisite expertise and experience in GBV project design, capacity development, and monitoring and evaluation to support the Country Office for a period of 30 months.

Services shall be delivered in 2 selected pilot districts in Eastern (Pallisa) in South-Western (TBD) Uganda. The service provider will be required to travel to two pilot sites. The organisation will work closely with community members as well as with the national and international project partners. The organisation will be expected to travel to the community sites for community consultations and intervention implementation support activities (these should be noted in the work plan proposed by the organisations). All travel related expenses will be the responsibility of the organization.

The service provider will closely work with the GCF Wetlands Restoration project's project management unit (PMU) within the Ministry of Water and Environment and livelihood components implementing partners (including intervention facilitators and community members), the UNDP Uganda CO Environment and Energy/ Gender divisions, the UNDP HQ Bureau for Policy and Programme Support (BPPS), and other relevant project partners.

DELIVERABLES AND OUTPUTS

- 1) Work plan and inception brief (by 30 June 2018)
 - a. Summary of available GBV prevention models that can be integrated into livelihoods programmes (especially those tested and effective in Uganda or similar contexts)

- b. Intervention design plan including community consultations
- 2) Design intervention (participatory processes) (July-September 2018)
 - a. Participatory consultation report (brief formative research to inform intervention adaptation) outlining how evidence-based effective practices will be adapted to fit community contexts
 - b. A set of standardised adapted materials for implementation of GBV intervention activities
- 3) Build implementation organisation's capacities and provide ongoing support and mentorship as needed (October 2018 – December 2020)
 - a. Capacity assessments (including a pre- and post-intervention study)
 - b. Training reports
 - c. Monitoring/Learning reports
- 4) M&E and costing inputs (July 2018 – December 2020)
 - a. Review and comment on M&E and costing design plans and tools where relevant
 - b. Provide data through reflections on lessons learned and experiences in the field

Deliverables/Outputs and Estimated Duration to Complete

<i>Deliverables / Outputs</i>	<i>Expected Duration</i>	<i>Review and Approvals</i>
(a) Submit a detailed work plan and inception brief	3 tranches, based on work plan	UNDP BPPS
(b) Design intervention: participatory consultation report outlining how evidence-based effective practices will be adapted to fit community contexts and a guide or manual or set of standardised materials to guide implementation of intervention activities		
(c) Build implementation organizations' capacities and provide ongoing support and mentorship: capacity assessment, training report and monitoring/learning reports		
(d) M&E and costing components inputs: review and comment on M&E and costing design plans and tools, provide data through reflections on lessons learned and experiences in the field		
(e) Technically monitoring and ensure quality assurance of GBV prevention activities		

WORKING ARRANGEMENTS

Institutional Arrangement

The service provider will be supervised by UNDP Uganda Country Office Gender and Environment and Energy Division, with frequent interactions and in consultation with UNDP BPPS Policy Specialist and GBV Specialist.

Duration of the Work

The assignment is expected to take up to 30 months, in accordance with the scope of work and indicative period for submission of draft reports above.

Duty Station

Kampala with frequent travel to two pilot districts in Eastern and Western Uganda.

RECRUITMENT QUALIFICATIONS

Experience

- Minimum 10 years organisational experience in community-based, participatory GBV prevention programming
- Experience with ethical and safe GBV programming in complex, low resourced settings. Experience in delivering similar assignments in similar ecological regions is an advantage
- Experience with strengthening capacity and providing ongoing mentoring to an implementing organisation
- Experience with generating interest and involvement in community GBV prevention programming
- Experience with programme M&E a strong advantage
- Fluency and excellent communication skills in English and Luganda

Competencies

Corporate Capacities

- Demonstrates integrity by modelling the UN's values and ethical standards;
- Promotes the vision, mission, and strategic goals of UNDP;
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability;
- Treats all people fairly without favouritism;
- Fulfils all obligations to gender sensitivity and zero tolerance for sexual harassment.

Technical / Functional Skills

- Experience, knowledge, and understanding of gender and GBV in Ugandan communities
- Experience, knowledge, and understanding of evidence-based, effective GBV prevention in Ugandan contexts
- Experience with developing and adapting evidence-based, effective GBV prevention interventions for low resource contexts
- Track record of ethical and safety standards in work protocols related to gender and GBV work in communities
- Experience with building capacities of and providing ongoing supportive mentoring to community facilitators and partners
- Experience with participatory design processes

Behavioural competencies

- Productive and efficient worker, highly motivated;
- Excellent organizational skills and ability to prioritize tasks;
- Strong analytical, research and writing skills and demonstrated ability to think strategically;
- Performance-oriented and focused on results;
- Good participatory skills, including the ability to foster teambuilding and chair planning meetings or workshops;
- Ability to work under pressure and travel to multiple sites in remote locations;
- Ability to work in harmony with persons of different national and cultural backgrounds in a resources constrained diverse environment.

Language Requirement

- Fluency in English with excellent written and oral communications skills. Additional local languages may be required for assignments including Rukiga, Runyankole and or Iteso, Lygwere