



Gender Transformation & Empowerment

TERMS OF REFERENCE

CONDUCT A SURVEY ON WOMEN'S LEADERSHIP AND CIVIC PARTICIPATION

(Short Term Consultancy)

Uganda Women's Network (UWONET)

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1.0 INTRODUCTION

Uganda Women's Network (UWONET) is implementing a 2-year project focusing on strengthening the leadership and civic participation of women to promote participatory democracy for the country's prosperity. The Her Voice project is implemented with support from USAID/ Uganda Civil Society Strengthening Activity (USAID/CSSA). As an entry activity into implementation, UWONET is commissioning a survey on women's civic participation to be conducted by an external consultant. The main purpose of the consultancy seeks to document public opinions and perceptions of women's leadership (elective, appointive) and participation in civic spaces and processes. These Terms of Reference therefore serve as guidelines to conduct a survey. Invited parties are therefore asked to tender for this work in accordance to the provided terms of reference.

1.0 ABOUT UGANDA WOMEN'S NETWORK

Uganda Women's Network (UWONET) is an advocacy organization that exists to coordinate collective action among women's rights and gender equality stakeholders for the attainment of gender equality and equity in Uganda. UWONET was born out of the East African Women's Conference held in Kampala in 1993 in preparation for the UN World Conference on Women in Beijing, China in 1995. Uganda Women's Network's membership is comprised of 21 National Women's Rights Organizations and institutions, and 9 individuals.

UWONET is a registered Non-Governmental Organization (NGO) with a Secretariat in Uganda. UWONET envisions a Ugandan society free from gender discrimination. UWONET's mission is to transform the unequal gender relations through collective visioning and action. Additional information about the organization can be accessed on the website via <https://www.uwonet.or.ug>.

2.0 BACKGROUND TO THE ASSIGNMENT

Over the past three decades, UWONET has played a pivotal role in promoting women's participation in leadership and civic processes.

Since women's active participation in leadership and civic processes is critical to the advancement of Gender Equality and Women's Empowerment (GEWE) in Uganda and the promotion of a more inclusive and equitable society. This is recognized in the country's commitment through the adoption of national, regional and international legal frameworks that advocate for equal participation and rights. These include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Universal Declaration of Human Rights, the Beijing Declaration and the Maputo Protocol. Uganda's 1995 Constitution mandates equal opportunities in political, economic and social activities. These frameworks and commitments provide a strong foundation for enhancing women's active participation in elective leadership and civic processes.

Therefore, identifying the challenges that women face as women leaders, candidates, voters is essential to inform effective planning for women's participation in leadership and civic processes in the country. This is paramount to advancing GEWE.

3.0 PURPOSE OF THE ASSIGNMENT

The main purpose of the consultancy is to document public opinion and perceptions of women's leadership (elective, appointive) and participation in civic spaces and processes. Specifically;

- 1) **Identify existing opportunities for women's participation in leadership (elected and appointed) and civic processes:** The consultancy aims to catalog and analyze the current landscape of opportunities available for women to engage in leadership roles, whether through electoral processes or appointments. This involves mapping out existing platforms, initiatives, policies, and support systems that facilitate or hinder women's involvement in leadership and civic activities.
- 2) **Examine the factors contributing to the backlash on women's leadership, impending women's participation:** This objective involves delving into the underlying reasons for resistance or limited support faced by women leaders and aspirants. The consultancy seeks to identify and understand the various factors that contribute to backlash, discrimination, stereotypes, or barriers that impede women's active participation in leadership roles and civic processes.
- 3) **Analyze factors influencing public perceptions (positive and negative) of women in leadership:** Here, the consultancy aims to scrutinize the drivers behind public attitudes towards women leaders. This includes exploring the social, cultural, economic, and political factors that shape both positive and negative perceptions of women in leadership positions. By conducting a thorough analysis, the consultancy seeks to uncover underlying biases and narratives that affect how women in leadership are viewed by society.
- 4) **Document recommendations and strategies to enhance effective participation of women and the quality of women leaders across different spheres:** This aspect involves synthesizing findings and insights gathered from the research to develop actionable recommendations and strategies. The goal is to propose concrete steps, interventions, and programs that can improve the opportunities for women's participation in leadership roles and enhance the quality of women leaders across various domains. The recommendations may address structural challenges, cultural norms, capacity-building efforts, advocacy initiatives, and other measures aimed at promoting gender equality and empowering women in leadership.

4.0 APPROACH AND METHODOLOGY

UWONET believes in innovation and as such, the consultant (s) is encouraged to suggest the most suitable methodology for this assignment. The survey is anticipated to be through polls using different platforms for a period of 10 days to reach a minimum of 3000 people. The Consultant(s) will be required to illustrate an appropriate methodology with a clear sampling approach showing how they intend to collect and analyze data from the different stakeholders including online approaches. The choice of method must consider the capacities of the different target groups and stakeholders in the different project locations of Nwoya, Lamwo, Kotido, Moroto districts and National level with minimal financial requirement in the shortest time period. A detailed methodology and data collection methods must be included in the technical proposal detailing how data will be collected in the different project locations

considering diversities. The methodology will be discussed and finalized in consultation with UWONET by the selected consultant(s).

The consultant shall commit to abide and protect the rights and confidentiality of informants and abide by “do no harm” principles. All data and information collected in the course of the study will be used only for the purpose of the assignment and handed over to UWONET once the assignment has been completed.

5.0 Deliverables

Consulting firm/ consultant is to produce the following:

1. An inception report (with an interpretation of TORs and financial statement).
2. A draft report for review and validation by UWONET.
3. A final survey report in soft copy for printing written in Arial and font size 11.
- 4.

6.0 Time frame

The assignment is expected to last not more than 10 (ten) days from the date of signing the contract of engagement.

7.0 WORK ARRANGEMENTS

The consultant (s) during the course of the assignment will report to the Executive Director of Uganda Women’s Network (UWONET). Day to day support will be provided by the Monitoring, Evaluation and Learning (MEL) team and Program Officer, Women’s Leadership.

9.0 EXPECTED QUALIFICATIONS, EXPERIENCE AND CORE COMPETENCES OF A CONSULTANT

9.1 Academic Qualifications

The required qualifications are a minimum of Degree in the field of ,Gender, Political science, Human rights, statistics, Economics, Law, Governance, Development Studies or any other relevant field from a recognized University.

9.2 Experiences and core competencies

1. Experience of not less than 10 years in working on gender and women’s rights.
2. A clear understanding of the Gender Equality and Women’s Empowerment, local leadership and national governance issues.
3. Must have conducted at least two (2) Surveys.
4. Excellent analytical, interpersonal, communication and report writing skills
5. Demonstrated ability to complete complex assignments in a timely manner and delivery of quality results.
6. In-depth knowledge of the socio-cultural, economic and political context of Uganda
7. Good communication and writing skills in English

APPLICATION

Interested consultancy firms or individuals should submit an expression of interest, technical and financial proposal and resume(s) to the UWONET Secretariat by Thursday , 7th March, 2024 by 11:59 pm: via email at info@uwonet.or.ug cc. consultancy@uwonet.or.ug cc. UWONET1@gmail.com

N.B: - Please note that UWONET will not be responsible in any way for any costs incurred in preparation or submission of the documents. Submission of a proposal does not give any guarantee of award of this consultancy. - *Only those selected will be contacted.*



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