



Gender Transformation & Empowerment



TERMS OF REFERENCE

CONDUCT A SURVEY ON YOUNG WOMEN'S PARTICIPATION IN LEADERSHIP AND CIVIC PROCESSES

(Short Term Consultancy)

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1.0 INTRODUCTION

Uganda Women's Network (UWONET) and Women Democracy Network-Uganda (WDN-U) are implementing two-year project on Strengthening the capacities of Ugandan youth and supporting public action (SUPA). This project builds on ongoing initiatives in regards to women's leadership and civic participation. The project aims to promote the development of female leadership and strengthen active participation of youth in decision-making processes at the national level. These Terms of Reference (TOR) serve as guidelines to conduct a survey on Young Women's participation in leadership and civic processes. This seeks to assess public perception and attitudes towards youth and especially young women's participation in leadership and decision-making processes in Uganda using a media based public polling approach among other.

Interested and qualified consultants or firms are therefore invited to submit their technical and financial proposals in accordance with the provisions of the TOR.

1.1 BACKGROUND

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

Since young 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.

Furthermore, young people represent approximately 78% of the country's total population of Uganda with the female youth at (23,591,128) outnumbering males (22,314,289) providing a key opportunity to foster leadership among young women who have the potential to become transformational leaders. Promoting their effective and meaningful participation is essential to address their human rights and gender inequality through legislation, planning, monitoring and budgeting which have a direct bearing on the lives of citizens especially young people who constitute the majority of Uganda's population.

Therefore, identifying the challenges that young women face as 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.

1.2 OVERVIEW OF THE PROJECT

The two-year project builds on ongoing/previous UWONET and WDN-U initiatives and aims to promote the development of female leadership and strengthen active participation of youth (young women) in leadership and decision-making processes at the national level, Kampala district. The project targets young women in institutions of higher learning and at community level. Four (4) institutions targeted include; Makerere University Kampala (MUK), Kyambogo University, Uganda Christian University (UCU) and Islamic University in Uganda (IUIU),

Kabojja campus, building on previous / ongoing initiatives of UWONET and WDN-U towards strengthening women's leadership and participation in civic processes.

The project seeks to strengthen the civic participation and influence of young women in leadership and decision making by particularly sharpening their writing and oratory skills. Young people represent approximately 78% of the country's total population of Uganda with the female youth at (23,591,128) outnumbering males (22,314,289) providing a key opportunity to foster leadership among young women who have the potential to become transformational leaders. Promoting their civic participation is essential to promote human rights / women's rights and address gender inequality due to the role politics plays in legal and policy making and budgeting / resource allocation which have a direct bearing on the lives of citizens especially young people who constitute the majority of Uganda's population.

Expected project outcomes

1. Strengthened capacity of young women and CSOs to support young women's engagement and active participation in leadership and civic processes.
2. Enhanced evidence-based advocacy for young women's political and civic participation.

2.0 PURPOSE OF THE ASSIGNMENT

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

- 1) **Identify existing opportunities for young women's participation in leadership and civic processes:** The consultancy aims to catalog and analyze the current landscape of opportunities available for young women to engage in leadership roles at different levels. This involves mapping out existing platforms, initiatives, policies, and support systems that facilitate or hinder young women's involvement in leadership and civic activities.
- 2) **To identify barriers and examine the factors contributing to the backlash of young women's leadership, impeding their effective participation:** This objective involves delving into the underlying reasons and hindrances faced by young women. 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) **To determine the level of public awareness, attitudes, and perceptions of young women's participation in leadership and decision making. Also Analyze factors influencing public perceptions (positive and negative) of young women in leadership:** Here, the consultancy aims to scrutinize the drivers behind public attitudes towards young women leaders and participation in civic processes. This includes exploring the social, cultural, economic, and political factors that shape both positive and negative perceptions of young women in leadership positions. By conducting a thorough analysis, the consultancy seeks to uncover underlying biases and narratives that affect how young women in leadership are viewed by society.
- 4) **Document recommendations and strategies to enhance effective participation of young women leaders across different spheres:** This aspect involves synthesizing findings and insights gathered from the research to develop actionable recommendations and strategies for advocacy, capacity development and

communication. The goal is to propose concrete steps, interventions, and programs that can improve the opportunities for young women's participation in leadership roles and enhance the quality of young 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.

3.0 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 undertaken through online polls using different platforms. 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.

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.

3.1 Deliverables

Consulting firm/ consultant is to produce the following:

1. An inception report (with an interpretation of TORs and financial statement). – detailed plan, methodology, tools, and work schedule (within 1 week of contract signing).
2. A draft survey report for review and validation by UWONET – findings and data analysis.
3. A final survey report in soft copy for printing written in Arial and font size 11 – comprehensive survey report with actionable recommendations.
4. IEC content inputs – key messages and data summaries to guide IEC production

3.2 Scope of Work

1. Inception phase – review relevant literature, policy documents, and past studies; develop a detailed inception report.
2. Survey design and implementation – Design and administer a representative survey / media poll; employ both quantitative and qualitative data collection methods.
3. Data Analysis and Reporting

3.3 Time frame

The assignment is expected to last not more than 20 (twenty) days from the date of signing the contract of engagement.

3.4 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.

4.0 EXPECTED QUALIFICATIONS, EXPERIENCE AND CORE COMPETENCES OF A CONSULTANT

4.1 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 in humanities from a recognized University.

4.2 Experiences and core competencies

1. Experience of not less than 10 years in working on gender and women's rights.
2. At least 5 years of experience conducting social research, opinion polls, or gender and governance assessments.
3. A clear understanding and demonstrated experience in Gender Equality and Women's Empowerment, local leadership and national governance issues.
4. Excellent analytical, interpersonal, communication and report writing skills
5. Proven expertise in data collection, statistical analysis and report writing.
6. Demonstrated ability to complete complex assignments in a timely manner and delivery of quality results.
7. In-depth knowledge of the socio-cultural, economic and political context of Uganda
8. Experience working with Civil Society Organizations is an added advantage.

5.0 APPLICATION

Interested consultancy firms or individuals should submit an expression of interest, technical and financial proposal and resume(s) to the UWONET Secretariat by Monday, 24th November 2025 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. Any person who calls for details on the assignment or lobbying will be disqualified.***

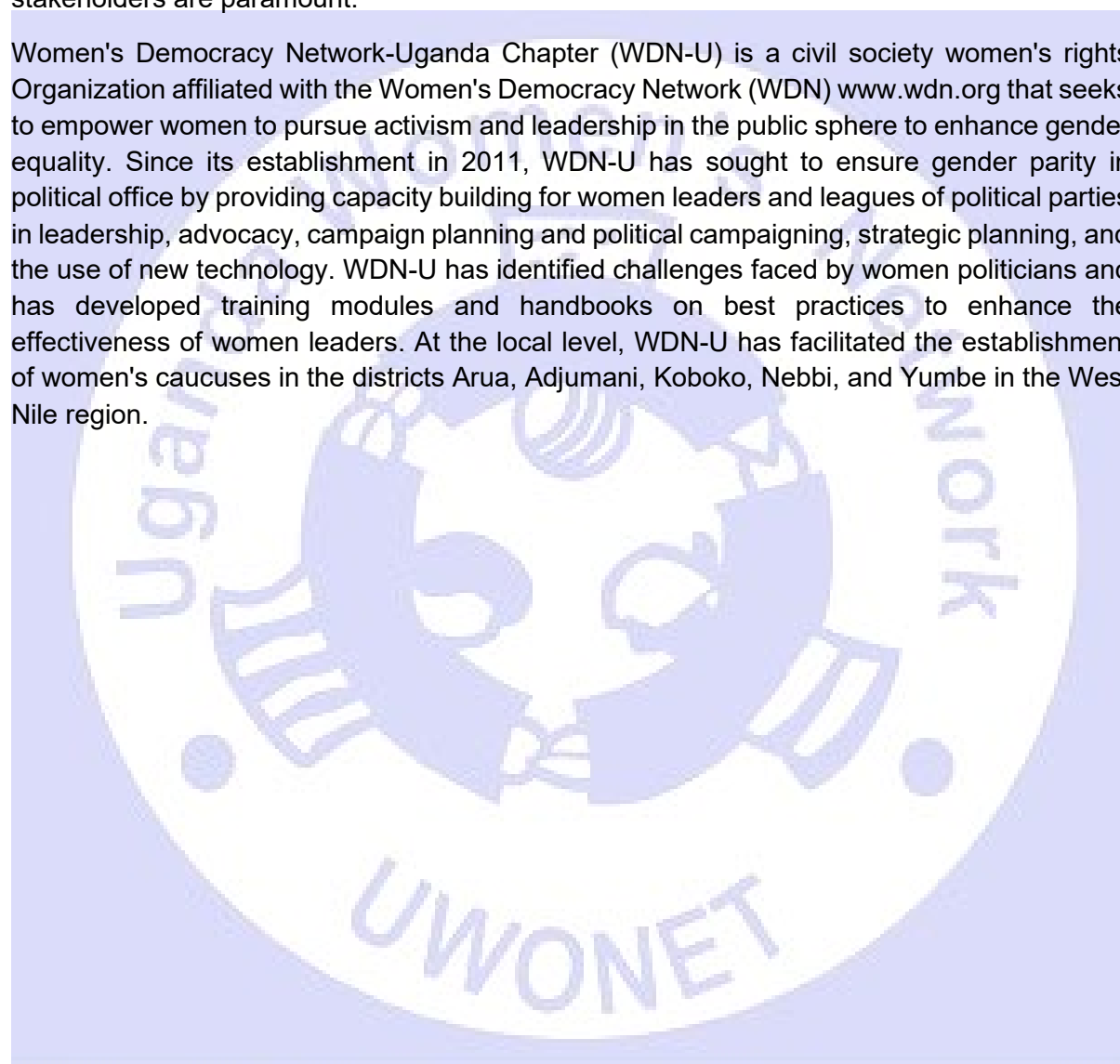
6.0 OVERVIEW OF THE ORGANIZATIONS

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's strength is hinged on the diversity of expertise and experience of her membership and allies working jointly towards a Ugandan society free of gender discrimination. The Network is comprised of twenty-four (24) national Women's Non-Governmental Organizations and institutions, and 13 individual members who collectively work together to amplify the women's voice and enhance women's empowerment. UWONET's mission is 'to transform the unequal gender relations through collective visioning and action and vision is a Ugandan society free from gender discrimination.

UWONET's theory of change is based on the belief that when women work collectively with a common vision and collective voice then transformation begins to happen. The enhancement of the women's movement and empowerment of women and girls is central for this transformation. UWONET has remained at the center of international, regional and country specific advocacy on GEWE in Uganda by especially influencing international and regional

obligations by the government of Uganda at different levels. UWONET has over the years expanded her outreach to non-traditional partners such as religious and cultural institutions, informal sector, to spread the message of inclusive growth of the women's movement and partnership in enhancing gender equality. UWONET operates both at national and district level with linkages at regional and international level. At national level the policy advocacy and lobbying work for gender equality takes a center stage while at the local level mobilization for social movement building, capacity and skills development for the networks and other stakeholders are paramount.

Women's Democracy Network-Uganda Chapter (WDN-U) is a civil society women's rights Organization affiliated with the Women's Democracy Network (WDN) www.wdn.org that seeks to empower women to pursue activism and leadership in the public sphere to enhance gender equality. Since its establishment in 2011, WDN-U has sought to ensure gender parity in political office by providing capacity building for women leaders and leagues of political parties in leadership, advocacy, campaign planning and political campaigning, strategic planning, and the use of new technology. WDN-U has identified challenges faced by women politicians and has developed training modules and handbooks on best practices to enhance the effectiveness of women leaders. At the local level, WDN-U has facilitated the establishment of women's caucuses in the districts Arua, Adjumani, Koboko, Nebbi, and Yumbe in the West Nile region.



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