

## Terms of Reference

### **Consultant to train Human Rights Defenders (land and environmental human rights defenders)**

#### **1. Background**

Resource Rights Africa is a research and development organization formed in 2016 to advocate for the promotion and protection of people's rights in Uganda. With smart projects in the right places, we oppose discrimination, inequality, abuse of power and the unsustainable use of our natural resources including oil and gas, minerals, land, forests, water bodies as well as flora and fauna. The organization is incorporated as a company limited by guarantee and without having a share capital and currently pursuing NGO registration with the NGO Registration Bureau. RRA is one of the most dynamic and robust regional leaders in cutting-edge public policy research and analysis in a range of areas including extractive governance, land, climate change, taxation and gender budgeting.

RRA's work is based on four (4) broad programmes areas: **Natural Resource Governance, Climate Change and Livelihoods, Tax Justice and Agriculture Budgeting Monitoring and Advocacy**. Our core business is to undertake advocacy-driven public policy research and analysis on contemporary and emerging public policy and governance issues that have a significant impact on national development.

RRA Vision is to have ***"A just and peaceful world free from human rights violations"***. Our mission is to ***advance social change for the protection and promotion of human rights where basic needs are met and resources are shared equitably; where people have control over their own lives and those in power act for the common good, with Justice, Transparency, Accountability and Non-discrimination.***

#### **2. Background of the project**

RRA in partnership with Horizont3000 is implementing an action which seeks **to promote good governance of mineral resources in Karamoja, Eastern Uganda**. The project aims to increase coordinated civic engagement and improve transparency and accountability in the mining sector in Uganda. There currently exists a knowledge gap on mining issues among community members in Karamoja sub-region especially among women and youth that this action aims to fill. Community members face severe barriers accessing information notably the lack of effective participatory information dissemination channels. The action addresses women, youth and victims of mining operations among the following ethnic minorities: The Ik in Kaabong, Napore and Tepeth in Moroto, Kotido and Kabong Districts through awareness raising events, trainings, and empowering them to interact with duty bearers. This action will build consensus on laws and policies that promote land and mineral governance by using dialogue and advocacy actions to influence legal and policy decisions at district and national

levels on key transparency, accountability, equity and human rights issues that affect indigenous minority groups in Karamoja's mining sector.

The general objective of the project is **to increase coordinated civic engagement and improve transparency and accountability in the mining sector in Uganda** and the specific objective is **"To empower citizens and local authorities to effectively monitor and participate in decision-making of mineral policies with a focus on Human Rights compliance in the districts of Kotido, Kabong and Moroto in Karamoja sub-region"**

In order to achieve its specific objective, the project will undertake to fulfill four key steps including; 1) Raise awareness on human rights violations in the minerals sector in Karamoja through puppet theatre and media engagements, 2) Build competence of citizens for protection of rights and remedy for human rights violations through trainings, 3) Build capacities of local government officials, opinion leaders and district based CSOs on mining laws, policies and corporate behavior, and 4) Perform legal audits of laws and policies and identify gaps for advocacy with policy makers and media at regional and national level

The project has three result areas

Result 1: 15,700 members of ethnic minority groups are informed and demand equitable, transparent and accountable mineral governance in Karamoja sub-region

Result 2: Local stakeholders (Grass root CSOs, Council of Elders, FBOs and Local Authorities) increase their capacity to engage Companies and Central Government officials on human rights violations emanating from mining activities.

Result 3: Increased accountability through performing legal audits of relevant laws and policies and by mapping of mining actors.

To achieve result 2 of the project, RRA plans to **Build competence of grass root Human Rights Defenders to monitor and respond to challenges affecting Karamoja's mining sector**. Under the action, HORIZONT3000 and RRA has identified 60 HRDs (land and environmental human rights defenders) and intends to train them on monitoring and responding to threats affecting civic space, business and human rights in Karamoja's mineral sector. Three trainings are planned for the HRDs (1 per year) on safety and protection plans for human rights defenders, monitoring, documentation, legal frameworks on land and mining, and general human rights information. The selection of HRDs have already been conducted by the Resource Rights Africa and Currently there is need for them to be trained in the topic already highlighted.

RRA therefore seeks for the consultancy services of a qualified consultant in these area to undertake the task as highlighted hereafter;

### **3. Objectives of the Consultancy**

- To train 60 HRDs (land and environmental human rights defenders) on safety and protection plans for human rights defenders, monitoring, documentation, legal frameworks on land and mining, and general human rights information.

#### 4. Scope of the assignment

The assignment will be conducted in the sub-counties of Rengen and Panyagara in Kotido, Loyoro, Kamion and Lodiko in Kaabong and Katikekile and Tapac in Moroto district. In total 60 HRDs are to be trained with each sub-county having at least 9 HRDs.

#### Expected deliverables and proposed schedules

Deliverables	Duration (days)
I. Inception report	1
II. Developed detailed schedules of work, display materials and session plans.	2
III. Develop and submit training manuals for the Human Rights Defenders.	5
IV. Conduct the training of HRDs in the 3 districts (7 sub-counties).	6
V. Submit draft training report	2
VI. Submit final training report for the HRDs.	2

#### 5. Institutional/reporting arrangement

The Consultant(s) will report to the M&E Officer, but will work closely with close supervision of the Project Manager. The Consultant(s) will give feedback to the M&E Officer regularly and also be required to report the deliverables to the line officer timely.

#### 6. Timeframe of work

The assignment is expected to last for a period of 18 days in the period of August 2020 with final reporting inclusive and any extra days of the consultancy will not be compensated by RRA.

#### 7. Duty station

The training venues will be in the three project districts of Kotido, Kaabong and Moroto.

#### 8. Eligibility of consultant

- A degree in Human rights, Law and or any other related fields
- At least 5 years of professional experience in capacity building rights defenders with focus on rights to access of natural resources, community level advocacy.
- Experience and knowledge on digital security techniques
- Experience and knowledge on physical security techniques
- Strong writing and presentation skills, with the ability to break complex knowledge for simple understanding of the Human Rights Defenders.
- Experience in developing training tools to conduct such trainings
- Must have good communications skills

## 9. Scope of payments

The selected Consultant(s) will receive 40 % upon signing the contract, then 60 % after finalizing the whole work and submitting the final training report. This amount includes all expenses, taxes and working costs of the consultant.

## 10. Instructions for submission

### Technical proposal

- i. A detailed implementation plan/ technical proposal in accordance with the scope of the work, expected outputs and deliverables provided for herein
- ii. A comprehensive Curriculum vitae including three contactable references

### Financial proposal

- i. Financial proposal that indicates the all-inclusive fixed total contract price, supported by a breakdown of costs i.e. daily consultancy fee

## 11. Evaluation criteria

**The prospective clients will be required to submit both the financial and technical proposal at the same time. The applicants will be evaluated on the following criteria:**

Compliance/responsiveness and acceptance to the bid notice and RRA procurement standards.

Technical proposals will be evaluated before the financial proposal and only financials of those that go through the technical stage will be evaluated. The scores for the technical is 70% and financial is 30%.

Summary of score for technical evaluation		
Area of score	Score	Maximum points
• Graduate in Human rights, Technologist, Law and or any other related fields	30%	30
• At least 5 years of professional experience in capacity building rights defenders with focus on physical and digital security, human rights, natural resources governance, community level advocacy etc.	30%	30
• Strong writing and presentation skills, with the ability to break complex knowledge for simple understanding of the Human Rights Defenders with minimal level of education.	20%	20
• Experience in developing training tools	10%	10
• Must have good communications skills	10%	10

## How to apply

All suitably qualified consultants are encouraged to apply and submit their applications under the heading “**CONSULTANCY TO TRAIN HUMAN RIGHTS DEFENDERS**” to: [samson.okwii@resourcerightsafrica.org](mailto:samson.okwii@resourcerightsafrica.org) and copy in [ritah.kabakidi@resourcerightsafrica.org](mailto:ritah.kabakidi@resourcerightsafrica.org)

Applications should be sent not later than **11<sup>th</sup> August 2020**. Please ensure that your attachments do not exceed 5 MB. Only shortlisted consultants will be contacted.

For further information and bidding documents please check the Resource Rights Africa website at: <http://www.resourcerightsafrica.org>

### Relevant documents

- CV (not exceeding 4 pages), including 3 references.
- Cover letter expressing interest in the consultancy (1 page)
- Reports from previous work accomplished
- Declaration of flexibility and availability for the project implementation period from the Month of August 2020.

### Note;

Incomplete applications or applications received after the closing date will not be given consideration.