

Call for Expression of Interest

Terms of Reference

Consultant

Category 1: Trainer for legal and policy frameworks for CSOs, Media & HRDs

Category 2: Trainer for online and offline digital safety and security

Organization Background

Feminature Uganda is a women-led, not-for-profit, non-partisan organisation founded in 2016 to spearhead the socio-economic, political transformation of women, youth and children through initiatives that provide a platform of self-help for participatory advancement of households with them making informed decisions geared towards their own transformation. Feminature looks forward to a community where women, youth and children enjoy equal and equitable rights and opportunities, regardless of their religious profession, race, social-economic standing or sexual orientation. More information about Feminature is available at www.feminature.org

Project background:

Civil Society Enabling Environment (CSEE) Project

Goal: Strengthening operational resilience of civil society and human rights defenders in the West Nile region in the face of legal and policy regulatory restrictions to their freedom of expression and digital space.

Summary of Project: Under the USAID Civil Society Strengthening Activity (CSSA), Feminature Uganda is implementing the **‘Promoting an Enabling Environment for Civil Society Organizations in Uganda’** Project. This project support Feminature Uganda’s objective to increase the understanding of the legal and policy frameworks regulating civil society organizations (CSOs) in Uganda, and to mobilize CSOs and human rights defenders (HRDs) in the Arua district (and broader West Nile region) to respond to restrictions on the freedom of expression and the enjoyment of civic space online. To this end, Feminature Uganda plans to hold two trainings on legal and policy frameworks affecting CSOs and data

protection, respectively; and host a workshop to gather recommendations for addressing restrictions on the freedom of expression and digital civic space, which will be the basis of a policy paper on the topic. All trainings and workshops will be held by hybrid format with in-person venues and Zoom links. The project is in furtherance of the National Enabling Environment Action Plan developed by civil society in July-August 2021 under the Uganda Civil Society Strengthening Activity. Activities will take place over the course of seven months, and Feminature Uganda will participate in a virtual meeting to exchange learning on this project towards the end of the grant period.

It is against this background that Feminature seeks to recruit consultants/trainers in the following categories for the attainment of the objectives and goal of this project.

Activity	Deliverables	Desired Qualification
Category 1		
1.1 One (1) capacity building training on the legal and policy frameworks governing CSOs and media in Uganda, with a particular focus on the freedom of expression and civic space in the digital context.	- Develop agenda for each activity for pre-approval and alignment with project goal - Develop Pre-and Posttest evaluation forms - Develop Relevant training and IEC materials,	- University degree preferably in the field of law, human rights, digital safety and security, Information Technology and/or any other relevant field of training in the field of digital safety and security
1.2 One (1) workshop to gather recommendations on how to address restrictions on the freedoms of expression and digital rights of CSOs and media in Arua.	- Produce report for each activity (1.1 – 1.3 and the actual policy paper for activity 1.3) with clear action photos, key quotes (where possible), and logical deductions using template to be provided	- Current practical experience and understanding of the NGO Act & regulations, for human rights defenders and CSO work in Uganda.
1.3 Write policy paper based on input from the workshop, which will provide concrete recommendations for district leadership to address restrictions on the freedom of expression and digital rights of CSOs and media in Arua	- A Monitoring and Evaluation Mechanism to be used to assess the participants sometime later after the training in the future	

	- Meaningful and implementable action plans developed for further engagement post project.	
Category 2		
1.4 One (1) workshop on digital safety and security for CSOs and media. The workshop will serve both to provide basic digital security skills.	- Develop agenda for the activity for pre-approval & alignment with project goal - Develop Pre-and Posttest evaluation forms - Develop Relevant training and IEC materials, - Produce report with clear action photos, key quotes, and logical deductions using template to be provided - A Monitoring and Evaluation Mechanism to be used to assess the participants sometime later after the training in the future - Meaningful and implementable action plans developed for further engagement post project.	- University degree preferably in the field of digital law, digital safety and security, Information Technology and/or any other relevant field of training in the field of digital safety and security

Methodology for exercise

The training should be customized and participatory ensuring that all targeted CSOs, HRDs and media practitioners equally engage in and benefit from the training.

Expected Outcomes

- Increased understanding of the legal and policy frameworks under which they operate in Uganda by HRDs, Media and CSO actors in West Nile
- Increased uptake of and transition to safer digital platforms for reduction of digital

vulnerabilities of participants and their organisations or entities

- A better, safer, and freer civic space in the West Nile Region
- A more organized and cohesive network of Civil Society Organisations and in the West Nile region
- Monitoring tools provided to access progress in terms of implementation of the manual and results expected from the activities

Note: Crosscutting indicators for which data will be required:

- Number of youth who participate in civil society activities
- Number of activities designed to promote or strengthen the civic participation of women

Timeline for assignment:

- Inception Meeting with Feminature 30 April 2022.
- Lead on developing the training schedule/sessions and content to be reviewed on 3rd May 2022.
- Facilitate workshop on dates TBD

Payments and benefits

Feminature will pay the consultant for the assignment an amount that shall be agreed upon following identification of the individual to undertake the exercise.

Payment to the consultant shall be made in two instalments. The first installment of 60% will be paid before the training and the 40% balance after the receipt of the final activity/training report. All payments to be made electronically and are subject to the 6% statutory Withholding Tax.

Additional Skills Required

The ideal Consultant will have knowledge of and proven expertise on the following;

- Excellent advocacy and representation skills, ability to build effective working relationships to facilitate communication with various actors.
- Excellent knowledge in the legal and policy framework and operating environment of HRDs, Civil Society Organisations and Media in Uganda
- Exceptional leadership skills
- Excellent verbal and written communication skills
- Contextual knowledge and experience in advocacy and/or policy influencing basics
- Experience in designing training programmes that include role-play, mock trials, or

other creative learning approaches.

- Knowledge and sensitivity to the socio-political context and civic space in west Nile region of Uganda
- Excellent working knowledge and skill in managing, moderating and leading virtual and hybrid format engagements
- Experience in creating strategic documents and setting up evaluations
- Excellent analytical and reporting skills
- Experience in workshop and training facilitation
- Excellent interpersonal skills
- Excellent communication skills in English

Procedures for submission of expression of interest

Feminature requests Interested Candidates to provide a letter of expression of Interest, and a 3-page Resume detailing their most recent and relevant experience and qualifications required to info@feminature.org by **5:00pm E.A.T on 28th April 2022** and copy in ed@feminature.org and alesi@feminature.org. In the e-mail subject line please write '**EOI: Consultant – Feminature CSSA**' clearly indicating the Consultant Category indicated in the table above.

Applications not following these guidelines correctly will not be considered. Feminature is committed to offer fair compensation based on the successful applicants experience, qualifications, and/or engagement time. Only short-listed applicants will be contacted for scheduling of interviews. Thank you for your interest in Feminature's work.