



## **Terms of Reference (ToR) -Training of 35 Land Rights Defenders (LRDs)**

### **Introduction**

Gulu Women Economic Development and Globalisation (GWED-G) is a women's right organisation founded in 2004, with human rights and dignity at the centre of its programming. GWED-G envisions a post-conflict society in Northern Uganda where all people, regardless of their sex, age, sexual orientation, ethnicity, class, or status, are fully integrated into their communities, enjoy their rights, equally benefit from all government services, participate equally in political leadership and democratic processes, have equitable access to and control of productive resources, and live free from any form of violence. GWED-G seeks to achieve its mission through effective institutional and technical capacity building, developing strong community-based platforms for women's empowerment, forging effective operational partnerships, and efficiently mobilizing resources.

In the course of protecting and promoting human rights, GWED-G has worked with Human Rights Defenders, Community Activists (CATs), Rapid Action Teams (RATs), Role Model Men (RMM) and has reached thousands of people in Northern Uganda through household dialogues, mediations and community awareness sessions –raising the profile of land conflict hot spots in Acholi sub-region. Currently, GWED-G is working in partnership with Northern Uganda Human Rights Partnership, Uganda Women's Network, Defenders Protection Initiative, and National Coalition for Human Rights Defenders. GWED-G is also a member of Northern Uganda Land Platform, a forum that brings together all land actors in the greater Northern Uganda and a member of Women Land Rights Interest Group. For more detailed information about GWED-G visit: <https://gwed-g.org/>.

### **Background: PELARD-N and Land Rights Defenders (LRDs)**

Protection and Empowerment of Land Rights Defenders in Northern Uganda (PELARD-N), is a two years project (2020 – 2022) being implemented by GWED-G, HURIFO and Solettere in the districts of Amuru, Nwoya, Gulu and Lamwo in Acholi Sub-region. PELARD-N project is premised on the background that land disputes and human rights violations is what have continued to characterise post conflict northern Uganda and that Human Rights Defenders (HRDs)/Land Rights Defenders (LRDs) in northern Uganda face enormous challenges as they speak out against the violations and abuses of human rights triggered by cases of land disputes some resulting into; deaths, hunger, assault, family break-ups and social intolerance resulting from the inadequate handling of land matters and improper land governance in post conflict northern Uganda.



The specific objectives of the project are: 1) *Capacity building of Land Rights Defenders (LRDs)/Human Rights Defenders (HRDs)*. This involves development of the capacities of HRDs/LRDs to detect and prevent security risks, and understand the local, national and global HRD protection mechanism; 2) *Monitoring, documentation and reporting of land related human rights abuses and violations*; 3) *Understanding and supporting the psychosocial needs of HRDs/LRDs through research and provision of psychosocial support* and; 4) *the establishment of spaces and platforms for networking among individual HRDs and organisations at the national and international levels to enhance protection and advocacy mechanism on human right concerns*.

PELARD-N project targets to benefit over 700,000 disadvantaged individuals made of the local communities in the action districts such as marginalized women, child headed families, pastoralist groups, persons with disabilities, land rights volunteers, clan leaders, community based organisations, environment protection unit, the police and the Uganda People's Defense Forces and other stakeholders at the local, national and international levels working the protection and promotion of human rights. PELARD-N project continues to support the establishment and generation of seed knowledge and human resources that support responses and redress towards the legacies of unresolved land disputes and associated human rights violations and abuses in post conflict northern Uganda. Understanding the dynamics surrounding land governance and disputes in northern Uganda can be traced with the signing of the Cessation of Hostility Agreement between the Government of Uganda and the Lord's Resistance Army. This agreement paved way towards a number of development including the return-resettlement of individuals and groups from Internally Displaced Peoples camps to original homes. With return and resettlement almost complete, the Acholi sub-region is characterised by disputes over boundaries and illegal and illegitimate claims over land by individuals, business owners, companies and at times the state.

Today, the understanding of human rights abuses and violations in northern Uganda can be understood largely within the context of resource rights (land and property), the emergence of Covid – 19. Despite discourses around Covid 19 taking up lead in the lime light. Issues relating to land disputes in the region continue to emerge with many not responded to or addressed. The failure to respond and address land related human rights violations continues to pit communities with bitterness with the most recent security incidence being in Apaa in the month of September, 2020, the burning of Atiak sugar in December, 2020. Land disputes still remain prominent in Nwoya, and in Lamwo district the security committee have alluded to five (05) sub-counties of *Palabek Gem, Palabek Ogili, Padibe East, Paluga and Agoro* as hot spots for violent land wrangles with land disputes resulting to loss of lives and destruction of properties. During an inception meeting held in July 2020 by PELARD – N a total of over 200 unresolved land disputes were identified in Lamwo district with the district not having a functional District Land Officer. In the year 2020, PELARD-N registered 77 cases of unresolved land disputes in the districts of Nwoya and Amuru with Alero and Amuru Town Council leading in the number of land cases. The major land and human rights violations that occurred in the two districts of Amuru and Nwoya included; land boundary disputes among family members, relatives, clans; access and acquisition of land for investment and expansion sugar plantation at *Attiak*.



Destruction of crops and property by Wild animals from Murchison Falls National Park in the bordering Sub-counties of *Lii* and *Purongo* and *Got-Apwoyo* in Nwoya districts. The attacks by the wild animals especially Elephants has resulted into Human – Animal conflict and still largely remains unresolved in the affected communities, this is said to have affected livelihoods as crops have been destroyed and at times denying humans from cultivating their fields.

Notice has been made of the less attention that has been given to the effects of violent conflicts on land and its governance in northern Uganda. In the case of northern Uganda, it can also be stated that land conflicts is not just the result of resource scarcity and competition, but rather more of political, historical, governance and social dynamics. Nevertheless, LRDs under PELARD-N have so far been able to monitor, document and report over 120 land cases with about 40 of the cases successfully mediated to conclusion in 2020. Critical in the project strategic activity is the provision of capacity building of 35 Land Rights Defenders from the action districts of *Gulu*, *Amuru*, *Nwoya* and *Lamwo*. This training is premised on the need to provide the required knowledge and skills while engaging in the work of human rights protection right from the grassroots, national, regional and international levels while interfacing with the appropriate legal frameworks, norms and policies as well as practice.

### **Objectives of the Training**

To ensure preventive protection of LRDs, the consortium is focusing on developing the capacities of LRDs so as to build their readiness on how to prevent security risks, work safely both online and off line and be able to understand the local, national and international and global Human Rights Defenders (HRDs) protection mechanism. The objective of this assignment will be: To train 35 participants on Local, National, Regional, Global Protection communication and Advocacy mechanisms including that of the United Nations (UN) and the European Union (EU) with focus on land governance in northern Uganda. Topics to be covered will include;

- European Union (EU) guidelines on Human Rights Defenders and United Nations Declaration on Human Rights Defenders
- Human Rights Defenders protection mechanisms, laws and policies in Uganda (HRD Bill)
- Community Led Advocacy, Lobbying and Networking
- Understanding Human Rights, land rights and basic laws to land governance and land dispute resolution structures
- Human Rights Monitoring, Documentation and Reporting
- Assessing risks and threats, Presenting and reacting to threats/attacks
- Building relationship and mapping stakeholders in protection work
- Conflict analysis and prevention
- Mediation and Alternative Dispute Resolution



## **Scope of the Assignment and Expected Deliverables**

This assignment shall be conducted in Gulu district with a total of 35 LRDs involved. Below is the road map for the expected deliverables.

- Inception report<sup>1</sup>.
- Developing detailed scheduled of work, session materials and session plans
- Develop and submit the training materials on topics stated in the ToR.
- Conduct training of 35 Land Rights Defenders (LRDs).
- Submit draft training report.
- Submit final and approved training report.

## **Institutional and Reporting Arrangements**

The facilitator (s) will report to the Program Officer – Human Rights, and will be required to work closely and with close supervision of the Quality Assurance Manager and Technical Advisor and Finance Officer where necessary. The facilitator (s) will give feedback to the Program Officer – Human Rights regularly and also be required to report the deliverables to the line officer timely.

## **Timeframe of Work**

The assignment is expected to last for a period of not more than 14 days (05 days of training) in the period of March – April, 2021 with final reporting inclusive and any extra days of the assignment will not be compensated by GWEDG.

## **Duty Station/Place of Assignment**

This assignment shall be conducted in Gulu district, GWED-G shall take charge in organising and preparing for a conducive environment to facilitate the process with respect to **Covid 19 SOPs**.

## **Eligibility of the Facilitator**

- A Master's degree in Peace and Conflict Studies, Peace and Governance, Human rights, Law and or any other related fields.
- At least 5 years of professional experience in capacity building rights defenders with focus on land governance in Uganda, and advocacy.
- Experience and knowledge on land situations in northern Uganda.
- Good knowledge of conflict, conflict analysis, conflict prevention and Alternative Dispute Resolution.
- Experience and knowledge of legal frameworks relating to land governance and protection of human rights at the local, national and international levels.

<sup>1</sup> The inception report is a means of ensuring mutual understanding of the facilitator's plan of action and timeline for conducting the training. It should also provide additional guarantee of adherence to, and interpretation of the TOR



- Strong writing and presentation skills, with the ability to break complex knowledge for simple understanding of the Land Rights Defenders in the local language (Luo/Acholi).
- Experience in developing training tools to conduct such trainings.
- Must have good communications and facilitation skills (a good understanding of the facilitation wheel).

### **Payment**

The selected facilitator (s) will receive 40 % upon signing the contract, submission of inception report and detailed schedule of work plan, then 60 % after finalizing the whole work and submitting the final training report. This amount includes all expenses, taxes (6% with-holding tax) and working costs of the consultant. Payments shall be made with regards to GWED-G financial policy and arrangements by the finance officer and payment shall be made online on the facilitators BANK Account.

### **Instructions for Submissions**

- Technical Concept: This should include applicant's detailed contextualisation of the subject matter, methodology, detailed implementation plan in accordance with the scope of the work, expected outputs and deliverables provided for herein.
- Budget: A well-crafted budget that includes; facilitation fees, trainers meals and accommodation allowances and transport allowances (car hire/fuel)

### **Evaluation Criteria**

The prospective clients will be required to submit a technical concept note and a detailed budget for the assignment. The applicants will be evaluated on the following criteria: Compliance/respondiveness and acceptance to GWED-G rules of engagement and Quality Assurance. 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%. Evaluation shall be based on the Eligibility Criteria as well.



Technical Evaluation score sheet			
Area of score	Score	Score Points	
A Master's degree in Peace and Conflict Studies, Peace and Governance, Human rights, Law and or any other related fields.	25%	25	
At least 5 years of professional experience in capacity building rights defenders with focus on land governance in Uganda, and advocacy.  Experience and knowledge on land situations in northern Uganda	25%	25	
Experience and knowledge on legal frameworks relating to land governance and protection of human rights at the local, national and international levels  Strong writing and presentation skills, with the ability to break complex knowledge for simple understanding of the Land Rights Defenders in the local language (Luo/Acholi).	25%	25	
<ul style="list-style-type: none"><li>▪ Experience in developing training tools to conduct such trainings</li><li>▪ Must have good communications and facilitation skills (a good understanding of the facilitation wheel)</li></ul>	25%	25	

### **How to Apply**

All suitably qualified individuals are encouraged to apply and submit their applications under the heading “GWED-G-PELARD-N-EU Training-Land Rights Defenders” to: [denis.otim@gwed-g.org](mailto:denis.otim@gwed-g.org) and copy in: [immaculate.alanyo@gwed-g.org](mailto:immaculate.alanyo@gwed-g.org). For clarity call: +256777922911. Applications should be sent not later than 22<sup>nd</sup> March, 2021. Only shortlisted consultants will be contacted.

### **Relevant Documents**

- Curriculum Vitae (3 pages maximum)
- Cover Letter (1 page)
- Reports from previous trainings (1 report, most recent)
- Declaration of flexibility (1 page)
- Covid 19 training strategy (2 pages)