



## **COMMUNITY EMPOWERMENT FOR PEACE AND DEVELOPMENT-WEST NILE**

**OUR REF: CONSULTANT/003/2023**

**DATE: 21 JULY 2023**

**YOUR REF:**

### **TERMS OF REFERENCE (TOR) FOR FACILITATOR FOR THE TRAINING OF LAND LAWS AND LAND RIGHTS**

#### **BACKGROUND**

Community Empowerment for Peace and Development West Nile (CEPAD-WN) is a voluntary non-profit-making organization that works to resist violence, transform conflicts, and build peace in communities. Founded in 2014; by Ugandan women who have worked in conflict zone for more than a decade and are scholars of peace and conflict management. CEPAD-WN registered entity with the NGO Bureau, Arua district local government and a member of Arua district NGO forum, West Nile Humanitarian platform and the charter 4change Uganda working Group. CEPAD-WN believes in and fights for a nonviolent and peaceful society where every person has access to basic rights and a life in dignity.

The organization since its inception has worked with civil society organizations, particularly the youth, women, faith-based, refugee population and traditional structures in West Nile to transform conflicts, and to promote nonviolent and democratic principles. Based in Arua, Uganda, CEPAD-WN works with vulnerable groups and partners across the country to support individuals and organizations to enhance skills needed to transform violent conflicts and build bridges across ethnic, religious, and political divides.

CEPAD-WN with funding from Federal Foreign Office through IFA institute fur Auslandsbeziehungen is implementing Eighteen months project with the title “ Promoting Inter-community Engagement (Dialogue) for Reconciliation, Peace and Social cohesion in Refugee Settlements in West Nile, Uganda” that is; Palorinya, Imvepi and Rhino Camp Refugee Settlements. Some of the activities of this project are, Project inception meetings, trainings, Community dialogues, Radio talk shows, Review workshops among others.

Therefore, CEPAD intends to organize a training to the communities (cultural and religious leaders, land lords, police, refugees and Sub-County land committee) about Land Rights, land laws and conflict transformation related to lands.

## **BACKGROUND OF THE ACTIVITY.**

Land is central to the sustainable livelihoods of both refugees and host community households. For it is not just land per se but arable and grazing land on which they depend for their livelihood. As a result, any conflict over land impacts the households directly on the refugees and somehow on the host community. Land conflicts between refugees and nationals are a result of government policy of settling refugees in gazetted areas (Ahimbisibwe, 2013).

However, as the refugee situation became protracted, hospitality gave way to a competition for resources such as agricultural and grazing land (Ahimbisibwe, 2013). This has not been helped by persistent refugee flows from South Sudan resulting in increased prejudice against refugees. This is coupled with other problems observed in Rhino Camp (Tika Zone), such as growing land meditation; competition over land use and environmental and land degradation, competition for land between refugees themselves and host communities coupled with unclear land boundaries, as well as increase in price of land for rent.

Therefore, CEPAD-WN is planning a training on Land Rights and laws to help build consensus at the Zonal level on necessary actions for better protection and advancement of refugees and nationals rights to land that will result in an equitable and transformative change in the land sector. This will aid in the creation of a safe space for refugees of different social, economic and religious beliefs and backgrounds to dialogue with nationals and find amicable solutions to local challenges they face.

## **OBJECTIVES OF THE TRAINING**

Following the training, the beneficiaries should be able to:

- Comprehend the meaning of land rights and how to advocate for those rights.
- Appreciate the relevant legal framework governing land ownership, usage and transfer in Uganda.
- Know and apply land-related conflict resolution practices, in relation to traditional customs and norms, to natural resources, to status and power relationships.
- Help participants to develop suitable land tenure agreements in line with the existing land laws

## **SCOPE OF THE TRAINING**

The training will target 30 participants from both host and refugee communities especially the landlords, cultural and religious leaders, police, elected and appointed sub county land committee. 60% of participants will be women, 40% Men.

The training will include considerations about gender equality and tackle environmental degradation, protection, and responsibility as two cross-cutting issues impacting Land rights.

## **TRAINING DURATION AND LOCATION**

The training shall be conducted for two (2) days in Tika Zone, Rhino Camp Refugee Settlement.

## **PROPOSED NUMBER OF CONSULTANTS:**

One (01) Consultant preferably within - Arua City.

## **DELIVERABLES**

1. Submit the training methodology, agenda/program, modules and handouts to CEPAD-WN for review one week before the training.
2. Provide support to the trainees to have creative and open-minded approach towards land rights and conflict resolution in relation to traditional customs and norms, to natural resources, to status and power relationships.
3. Prepare summary of training report with observations and recommendations within one week after the training, including needs assessment for future training (draft to be submitted by email and final copy signed).
4. CEPAD-WN shall make all payments to the Consultant upon receiving the final training report.
5. CEPAD-WN shall provide the training materials such as stationery, and support materials (notebooks, pens, flipcharts, masking tape, etc.).
6. CEPAD-WN shall provide meals and refreshment during the training to the beneficiaries.
7. CEPAD-WN shall mobilize the participants to be trained and secure a venue.

## **QUALIFICATION OF THE CONSULTANT**

1. Bachelors' degree relevant to Human Rights, with good knowledge on Land rights, to Ugandan laws and regulation, with conflict resolution as an added advantage.
2. Minimum of 3-5 years of relevant work experience in the above-mentioned fields of work is required.
3. Significant experiences in public legal education in relation to Uganda laws, Constitution, and national Land policies and strategies.
4. Enthusiasm for and experience working with local communities including refugees and those from diverse educational, linguistic and sociocultural backgrounds is a considerable advantage.
5. Written and spoken fluency in English is required.
6. Strong communication and interpersonal skills, ability to effectively employ training tools and methodologies, reliability, maturity, and independence is an advantage.

## **CONSULTANCY FEE**

The Consultant is required to make an inclusive financial proposal of the facilitation fee envisioned. Note that statutory deductions (withholding Tax) of 6% will be levied on the professional (consultancy) fee.

The payment shall be made through the bank after the reception and approval of the final report by CEPAD-WN.

## **TRANSPORT AND FEEDING**

CEPAD-WN shall provide the transportation between Arua and Rhino Camp on every day of the training, including a space for the Consultant.

CEPAD-WN shall also provide meals (Breakfast and Lunch) as well as refreshment during the two days of training.

## **CODE OF CONDUCT, SEXUAL EXPLOITATION AND ABUSE AND CHILD PROTECTION**

CEPAD West Nile does not tolerate wrongful conduct be it fraud, corruption, bribery, kickbacks, conflicts of interest, sexual harassment, exploitation and abuse (SHEA), including Child Abuse and we expect the same from everyone with whom we work, also referred to as Third Parties, such as our partners, our vendors, consultants and our Volunteers. Therefore, the Consultant shall refrain from engaging in such wrongful conduct.

The Consultant also has an obligation to inform CEPAD-WN immediately (within twenty-four hours) of any instance of actual or suspected wrongful conduct related to his / her work hereunder, including misconduct of a CEPAD-WN staff, of a partner, etc and shall respond promptly to and fully cooperate with any investigation CEPAD-WN or any third party of CEPAD-WN, in their discretion may require.

The consultant will also be expected to sign **CEPAD-WN PERSONNEL POLICY, TERMS AND CONDITIONS OF SERVICE AND CODE OF CONDUCT** copy of which will be attached to the contract.

## **HOW TO APPLY**

Any interested individual or firm/Company should send a proposal, CVs, Quotation of prices, Registration Certificates and any other relevant document to the emails address [cepadwestnile@gmail.com](mailto:cepadwestnile@gmail.com)/ [pm@cepadwestnile.org](mailto:pm@cepadwestnile.org) or hand deliver to the Head Office at the address CEPAD-WN, Abirichi cell, NACWOLA premises, Arua-Kampala highway, P.O Box 1020, Arua City not later than **28<sup>th</sup> July 2023**.