



COMMUNITY EMPOWERMENT FOR PEACE AND DEVELOPMENT-WEST NILE

OUR REF: CONSULTANT/004/2023

DATE: 21 JULY 2023

YOUR REF:

TERMS OF REFERENCE FOR THREE DAYS TRAINING OF WOMEN ON EMPOWERMENT AND STRENGTHENING IN AREAS OF PEACE BUILDING AND CONFLICT TRANSFORMATION IN IMVEPI, PALORINYA AND RHINO CAMP REFUGEE SETTLEMENTS.

Summary

The purpose of the Terms of Reference (TOR) is to define the role and functions of an expert solicited to train women on empowerment and strengthening in areas of peace building and conflict transformation in the settlements of Imvepi, Rhino camp and Palorinya.

Project overview and Organizational 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.

CEPAD with funding from IFA institute für Auslandsbeziehungen is implementing Eighteen (18) months project with the title *“Promoting Inter-community Engagement (Dialogue) for Reconciliation, Peace and Social cohesion”* in three settlements in west Nile, Imvepi Refugee settlement in Terego district, Palorinya in Obongi district and Rhino camp that sits on two districts of Terego and Madi Okollo. The target population includes youth who are the said to be the leading perpetrators of violence, women and children the prime victims of violence and community structures. The goal of the project is to provide space for interaction, engagement, healing and reconciliation for, between among communities by December 2023.

One of the objectives is to build capacity of communities and empower them in their role to promote nonviolence and peaceful coexistence through trainings. CEPAD WN has identified 20 women per location both refugee and host to be trained to this effect.

OVERALL OBJECTIVES OF THE TRAINING



- To equip women leaders with knowledge and skills on empowerment and strengthening their capacity in peacebuilding and conflict transformation.

SPECIFIC OBJECTIVES OF THE TRAINING

- To empower women leaders to have different techniques in peace building processes in the communities in order for them to prevent conflicts from becoming violent.
- To increase refugee and host women leaders participation in peacebuilding interventions especially through dialogue.

EXPECTED OUTCOMES

- Improved knowledge and skills to timely and effectively respond to refugee and host conflicts, create awareness, prevent and manage conflicts in the communities
- Women leaders know their roles and responsibilities in regards to peaceful coexistence
- Increased involvement and participation of women leaders in peacebuilding intervention

SCOPE, DURATION, LOCATION AND TRAINING TARGETS

The training will target 60 women (20 per location) including persons with disability for three days from both host and refugee communities within Palorinya, Imvepi and Rhino Camp refugee settlements.

PROPOSED NUMBER OF CONSULTANTS:

One (01) Consultant for Rhino Camp and Imvepi Refugee settlements preferably within Arua city and one (01) consultant for Palorinya Refugee Settlement preferably within Moyo District.

ROLES AND RESPONSIBILITIES OF CEPAD WN.

- Mobilize participants and venue for the training
- Provide required training materials and meals for the participants
- Make payment upon receiving the final training report.
- Provide meals for the consultant
- Cater for accommodation for the consultant
- Provide transport to and fro the training locations

ROLES AND RESPONSIBILITIES OF THE CONSULTANT.

- Submit training methodology, agenda, modules etc. to CEPAD WN for review before training
- Deepen participants understanding on peacebuilding, leadership and conflict transformation



- Provide a detailed training report not later than 4 working days after the training covering feedback, experiences, lesson learnt and recommendations from the beneficiaries.
- Take charge of the participant's expectations during training.

QUALIFICATION OF CONSULTANT

- Bachelor's degree (Masters added advantage) in social works, social sciences, education, psychology, development studies or related fields.
- 4 years minimum relevant work experience in above mentioned areas is required.
- Must have knowledge in peacebuilding, Do No Harm and conflict sensitive programming, protection from sexual exploitation and abuse.
- Experience working with local communities including refugees and those from diverse educational, linguistic and sociocultural backgrounds
- Fluency in written and spoken English, and strong communication and interpersonal skills.

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 transportation to and fro the training venues on every day of the training.

CEPAD-WN shall also provide meals (Breakfast, Lunch and Dinner) as well as refreshment during the three days 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.

Any interested individual or firm should send proposal, CV, quotation prices, registration certificates and any other relevant documents to email address cepadwestnile@gmail.com/pm@cepadwestnile.org or hand deliver to head office at the address Community Empowerment for peace and development west Nile, Abirici cell, NACWOLA premises, Arua -Pakwach high way, p.o. box1020, Arua city not later than **28th July 2023**.