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Stiftung für eine, solidarische Welt

COMMUNITY EMPOWERMENT FOR PEACE AND DEVELOPMENT-WEST NILE

OUR REF: CONSULTANT/001/2024

DATE: 1/03 2024

YOUR REF:

TERMS OF REFERENCE (TOR) FOR FACILITATION

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 as a CBO by Ugandan feminist women who have worked in a conflict zone for more than a decade and are scholars of peace and conflict prevention and management. CEPADWN was registered as a Local NGO in 2021 with the National NGO Bureau with five years operation permit to work anywhere within the Country. CEPADWN is a member of the West Nile CSO Network, West Nile Humanitarian Platform, Feminist Humanitarian Network and the Charter 4change. CEPADWN also has renewed her MoU with the Office of the Prime Minister to operate in the refugee settlements. CEPADWN has started the process of getting the QuAM certification to enable CEPADWN to register with the National NGO Forum. The organization since its inception has worked with civil society organizations, particularly the youth, women, faith-based, refugee population and traditional structures and other feminist and women's rights organisations in West Nile to transform conflicts, and to promote nonviolent, feminist and democratic principles. Based in Arua, Uganda, CEPADWN works with vulnerable groups and partners across the country to support individuals and organizations to enhance the skills needed to transform violent conflicts and build bridges across ethnic, religious, and political divides.

CEPAD-WN with funding from funding from with funding from Stiftung Um Verteilen is implementing four (4) months project with the title **"Harmony Beyond Identity: Strengthening Inter-community Reconciliation and Social cohesion"** in Eden zone, Rhino camp refugee settlement. The activities of this project include, project inception meetings, Means of interaction through Community dialogues, Training of leaders, (cultural leaders) in conflict resolution mechanisms and peace building, formation and training of peace clubs collaboration and coordination with other partners through meetings, commemoration of special days among other activities.



BACKGROUND OF THE ACTIVITY.

On 5th January, Eden Zone in Rhino camp refugee settlement was confronted with every devastating incidence, marked by inter-tribal conflicts where three lives were lost. This happened due to tensions within Nuer tribes of Bul and Jagai. This tension started in Palabek and was imported to Rhino camp by members of these two clans, which resulted in a tragic incidence of loss of three lives. It was noticed that these same tribes were new arrivals from south Sudan with their historical grudges that contributes to persistent pattern of conflicts. In Uganda it looks barbaric tendency and pose a threat to social cohesion affecting peaceful coexistence among the communities. This affects community integration and stability, if mitigation measures are not put in place promptly, further perpetration and escalation of inter tribal hostilities may re-occur.

Therefore, CEPAD-WN intends to train community leaders in conflict transformation and peace building skills for three days. This fundamental training aims to equip leaders with the necessary knowledge for conflict prevention mechanisms, including conflict analysis, mediation, utilization of alternative dispute resolution methods, trauma awareness, and peacebuilding skills. The program targets LC1s, LC2s, RWC1s, RWC2s, youth, women, and cultural leaders from various communities such as Nueri, Kakwa, Lugbara, Bari, Pojulu, Lotuke, Zande, Lokya, Keliko, among others. Additionally, selected religious leaders will also participate in this training initiative.

OBJECTIVES OF THE TRAINING

The objectives of the training is to

- To impact knowledge & skills in conflict prevention mechanism conflict analysis, mediation, trauma awareness, peace building approaches.
- To empower the community leaders to respond to conflict that may arise in their communities.

SCOPE OF THE TRAINING

The training will target 30 participants from both host and refugee communities especially the cultural and religious leaders, police, elected and appointed leaders. 60% of participants will be women and youth 2% disabilities, to ensure better inclusion of all society groups.

The training will put considerations in gender equality and tackle environmental degradation, protection, and responsibility as two cross-cutting issues impacting peaceful coexistence among different ethnic groups in Eden zone and beyond

TRAINING DURATION AND LOCATION

The training shall be conducted for three (3) days in Eden Zone, Rhino Camp Refugee Settlement.



PROPOSED NUMBER OF CONSULTANTS:

One (01) Consultant preferably within Arua cit shall be needed for this training.

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 conflict prevention and resolution in relation to cultural diversity and current conflict context
3. Prepare training report and submit it for 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, flip-charts, 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 with an expertise in conducting training on conflict resolution and prevention mechanism and peace building.
2. Minimum of 3-5 years of relevant work experience in the above-mentioned fields of work is required.
3. Enthusiasm for and experience working with local communities including refugees and those from diverse educational, linguistic and sociocultural backgrounds is a considerable advantage.
4. Written and spoken fluency in English is required.
5. 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 done 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 three days of training.

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 or hand deliver to the Head Office at the address CEPAD-WN, Abirichi cell, NACWOLA premises, Arua-Kampala highway, P.O Box 340358, Arua City not later than 12th March 2024.

