



## **Request for Proposals**

for

Capacity Building for Selected Civil Society Organisations (CSOs) and Community Based Organisations (CBOs) in Gender Mainstreaming, Rights-Based Approach Advocacy, Conflict Sensitivity and Conflict Management

**UGANDA**

May 21, 2019

## 1. Background and Introduction

The International Gorilla Conservation Programme (IGCP) is a coalition of two international conservation organizations (Fauna & Flora International and WWF) which was formed with the mission to secure the future for mountain gorillas.

The programme operates in the three countries that share the habitat of the mountain gorillas i.e. Democratic Republic of Congo (DRC), Rwanda and Uganda, and works in close partnership with the Protected Area Authorities of the three countries (Rwanda Development Board (RDB) in Rwanda; Institute Congolais pour la Conservation de la Nature (ICCN) in DRC; Uganda Wildlife Authority (UWA) in Uganda). IGCP also works closely with the umbrella mechanism for transboundary collaboration through the Greater Virunga Transboundary Collaboration (GVTC).

The IGCP's strategy is based on four objectives:

- Strategic Objective 1: By 2024, improved tourism practices contribute to risk reduction to mountain gorillas by at least 30%.
- Strategic Objective 2: By 2024, men and women in park adjacent communities perceive that the positives from mountain gorilla conservation are equitably distributed and outweigh the negatives.
- Strategic Objective 3: By 2024, improved monitoring and transboundary collaboration contribute to at least 30% reduction in illegal activities in mountain gorilla habitat.
- Strategic Objective 4: By 2024, habitat and buffer zone safeguarding processes contribute to healthy mountain gorilla populations while protecting community rights.

In pursuit the above of strategic objectives, IGCP empowers communities living around protected areas with knowledge and skills through strengthening their economic and organizational capacity to enable them to participate and maximize benefits from gorilla tourism. In the same line, IGCP empowers CSOs and CBOs with technical and institutional capacity to play key roles in gorilla conservation, natural resource management and community livelihoods in the area. It is in this respect that IGCP received a grant from Sida through WWF Sweden to strengthen institutional and technical capacity of CSOs/CBOs in Virunga Landscape and Bwindi Mgahinga Conservation Area, to strengthen their governance, equip them with technical skills to strengthen their capacity.

The targeted CSOs/CBOs are already working with the protected areas and local community in the landscape to implement conservation and livelihood activities that impact on conservation goals and improve community wellbeing.

## 2. Sida funding

With funding from Swedish International Development Agency (Sida), IGCP purposes to empower CBOs/CSOs inclined to conservation of mountain gorillas and their habitat operating in a transboundary Virunga Bwindi landscape. In this regard, IGCP will target CBOs/CSOs to facilitate change so as *“To build strong civil society voice where CBOs/CSOs are empowered to effectively influence decision and policies while receiving full benefit from natural resources”*. Therefore, the funding is expected to achieve:

- i. Selection of partners in conservation through which to channel and open new opportunities to the local communities and across the Virunga Bwindi Landscape (VBL);

- ii. Capacity strengthening through trainings to CBOs/CSOs, including project implementation and skills development;
- iii. Support for CBOs/CSOs to facilitate information sharing not only among partners but also within the members and across the VBL;
- iv. Empowerment of local CBOs/CSOs groups to engage in rights-based advocacy, conflict sensitivity, conflict management and governance processes.

In view of the foregoing, IGCP intends to utilize funds from Swedish International Development Agency (Sida) to build the capacity of selected CSOs/CBOs in gender mainstreaming, rights-based approach advocacy, conflict sensitivity and conflict management as part of enhancing their technical capacity to unlock conservation opportunities for the community they represent as incentives to engage them in decision making in gorilla conservation and natural resource management.

3. Purpose, scope and objectives: This training will be conducted by a Ugandan-registered NGO with experience and expertise in gender and rights issues.

This assignment will support CBOs/CSOs to further develop and integrate in their institutional goals issues of gender, rights-based approach advocacy, conflict sensitivity and conflict management approaches and methods as prescribed in the Leading the Change, Civil Society, Rights and Environment programme and ensure they comply with applicable national policies.

The overall objective of this activity is to build the capacity of a cross-section of leaders (executive committee members) and other group members of targeted CBOs/CSOs in Uganda to empower them to deliver quality and equitable services to beneficiaries. IGCP asks that a Training of Trainers approach is applied, so that the direct beneficiaries of this training are able to further build the capacity of members within their various organizations. Areas of capacity building will include but not limited to: gender mainstreaming, rights-based approach advocacy, conflict sensitivity and conflict management to ensure community representation in management and decision making of CSOs and CBOs, among others.

Capacity building will be through trainings in various topics and they will cover:

**(a) Gender mainstreaming**

- i. Gender analysis principles and elements
  - a. Gender sensitivity and awareness
  - b. Identifying gender disparities and gaps in the organization
  - c. Inclusive decision making
  - d. Gender equality and equity
  - e. Impacts of gender equality and or inequality in the organization

**(b) Rights-based approach advocacy**

- i. What are the key rights principals.
- ii. How to apply the rights-based approach in assessing, planning and monitoring initiatives related to environment and natural resources considering the key rights principals of:

- non-discrimination
  - participation
  - transparency
  - accountability
  - empowerment
- iii. Implications for non-observance of rights in an organization setting.
- iv. Strategies to ensure that the interests of poor and marginalized women, men, children and disadvantaged groups (right-holders) are considered and that leaders (duty-bearers) are identified and held accountable.

**(c) Conflict sensitivity and Conflict management**

- Conflict context assessment and conflict analysis
  - Tools: Conflict tree, dividers and connectors analysis, actors mapping
- Conflict prevention, tension reduction, do no harm approach and peace building
- Intervention design to alleviate conflict and or promote social cohesion
- Conflict intervention monitoring

- (d) Strategies for integrating Gender, rights and conflict sensitivity and conflict management in the organisational governance and operations

**4.0 Specific tasks**

Specific key tasks expected for this consultancy include:

- Reviewing of Sida and WWF Sweden working documents related to *Leading the Change: Civil Society, Rights and Development 2018-2022* programme, and the documentation and guidance on gender mainstreaming, rights-based approach advocacy, conflict sensitivity and conflict management.
- Develop and share training content that shows the logical flow of the subject matter over the training period. This should be shared before the training and should focus on adult learning and participatory approach.
- Deliver the training for leaders (executive committee members) and selected group members of targeted CBOs/CSOs emphasizing on practical ways of integrating gender considerations, rights-based approach, conflict sensitivity and conflict management within their program activities and internal governance.
- Write a report highlighting training processes, methodology and recommendations.

**5.0 Deliverables**

Expected deliverables include:

- Training workshops on gender mainstreaming, rights-based approach advocacy, conflict sensitivity and conflict management targeting leaders and selected members of identified CBOs/CSOs in the country. Training of Trainers approach.
- Draft report and shared with IGCP Country Coordinator and the Programme Manager for input. All presentations, training materials/teaching aids that the consultant used to achieve the objectives of this training shall be annexed to the report.

- Two (2) copies of neatly bound (not spiral bound) final training report written in English with recommendations not to exceed 35 pages (annexes excluded). Annexes and materials should be submitted in original language of Rukiga and Kifumbira. In addition, practical 3 years' action plans for integrating gender, rights and conflict sensitivity within organizations' program activities and internal governance be attached to a report.

## **6.0 Strategy of operation**

The consultant will submit a technical and financial proposal to IGCP, clearly describing his/her understanding of the task and detailing how s/he will deliver on the assignment. The technical and financial proposal should contain but not limited to the following: interpretation of the assignment, processes, methodology of training delivery, content/subject matter, proposed budget highlighting professional fees for the undertaking and elaborate work plan indicating how/when the assignment shall be carried out. Financial proposal should be in local currency (Ugandan shillings), and should not exceed 20 million UGX.

## **7.0 Time frame**

The assignment duration shall be twelve (12) days in total. Four (4) days for preparation, five (5) days for trainings and three (3) days for reporting.

IGCP is looking for a registered and competent national NGO that will be available during the months of June-July 2019 to undertake the assignment as a subgrantee.

## **8.0 Responsibility and reporting procedures**

The CSO will be responsible to the Director-IGCP for contractual obligations and to IGCP's Country Coordinator Uganda and the Programme Manager for technical matters during the delivery of the assignment.

## **9.0 Requirements**

The desired organization should have relevant professional and academic skills and a matching experience in undertaking assignments of similar nature and scope such as knowledge and skills with experience in the following area:

- Natural resource management, responsible tourism and conservation of mountain gorillas and associated community based enterprises around Bwindi Virunga landscape;
- Experience and knowledge in cross cutting areas such as gender, children and youth, rights-based approaches, operation and management of CBOs/CSOs.

**Note:** Organizational profile highlighting relevant experience in similar work, CVs of key staff and other related documents should be presented with the proposal.

The minimum academic qualification for the lead staff of the organization is a Master's degree in one of the following : Gender Studies, Peace and Conflict Studies, Development Studies, Social Work and Social Administration, Conservation Leadership, Business Administration, Environment

and Natural Resource Management and any other relevant discipline obtained from a recognized institution. The consultant should have proven experience in conducting capacity building assignments for reputable organizations. In addition to Rukiga and Kifumbira, the proposed staff must be having working knowledge of English.

## **10 Submission requirements**

Applications letter, Organizational profile, CVs of key staff, Technical, Financial proposals and other supporting documents should be sent to the following email address: [procurement@igcp.org](mailto:procurement@igcp.org), cc [abehm@igcp.org](mailto:abehm@igcp.org). Financial proposals should outline direct and indirect costs. The deadline for submitting applications is May 31<sup>st</sup>, 2019 at 5:00 pm Central Africa time.