



Better HAG Uganda

## TERMS OF REFERENCE FOR A FACILITATOR TO TRAIN PARALEGALS ON GENDER BASED VIOLENCE ISSUES AND RELATED LAWS.



### 1. ABOUT BETTER HAG UGANDA

Better HAG Uganda is a non-profit making Non-Governmental Organization (NGO) incorporated with limited liability and registered with the Uganda National NGO Board. It was formed by a group of health rights and development activists in 2008 to respond to the poor sexual and reproductive health and rights (SRHR) especially among women and the youth; high HIV incidence and prevalence rates, increasing maternal, neonatal and child mortality ratios as well as the general inadequate support for the ever growing number of disadvantaged children country wide. The organization has since 2010 integrated activities consistent with sustainable environment and natural resources management in contribution to the global campaign towards climate change mitigation and/or adaptation.

### 2. BACKGROUND TO THE PROJECT

Better HAG Uganda has successfully been awarded a 2-year grant funding from the African Women's Development Fund (AWDF) for a project titled "**Leveraging Strategies of Positive Action towards Reducing Violence against Women and Girls**" aimed at improving the health and safety of women and girls through combating all forms of gender based violence (VAW/G) and its effects. Ultimately, the project aims to build a protective environment for women and girls to be free from violence, including negative traditional practices in Manafwa district of Uganda. It seeks to do this by focusing on social change, addressing patriarchy (a root cause for many harmful practices against women and girls including forced/child marriage, widow inheritance, sexual violence, dowry related violence; among others); rallying support from all leaders for a violence free environment and, by **supporting implementation of the existing legislative framework for addressing violence against women and girls.**

To this end, Better HAG Uganda is implementing its activities which include training of community paralegals (CoPs) on gender based violence issues (specifically violence against women and girls-VAWG) and related laws in Bubulo County East of Manafwa district. This training is intended to equip paralegals with the necessary information so that they can not only create

awareness to the community on GBV issues but also advice VAWG victims and potential victims on the avenues they can use as means to access justice. Better HAG Uganda is therefore looking for a Consultant to facilitate a three day training of paralegals.

### **3. PURPOSE OF THE TRAINING.**

The core objective of the training is to educate paralegals on Gender Based Violence (GBV) issues and related laws. The paralegals are therefore used as a tool to disseminate relevant information to GBV victims as well as to the general community at large. In most cases, the CoPs will be expected to refer VAWG victims to the relevant authorities for redress.

#### **The Paralegal Groups are;**

- Legal and social conversant that can consult people particularly women and girls about their family problems, violence's, discriminations, inhumanity behaviours and injustice
- The incumbent gains the required training from the **“Leveraging Strategies of Positive Action towards Reducing Violence against Women and Girls”** project and will provide required consultations to his/her community after receiving the training
- These paralegals are not procurators but can assist women and girls in addressing their problems and family issues

#### **Activities of Paralegals;**

- To seek individual cases of violence against women & girls and provide consultations (based on needs)
- To launch sensitization programs of existing laws in the families, communities, working areas, and districts
- Prepare reports of sensitization activities and cases have been prosecuted or been addressed by the incumbent
- To participate at quarterly meetings of paralegals and provision of quarterly report

### **4. DUTIES AND RESPONSIBILITIES**

The facilitator shall be required to accomplish the following;

- 1) Conduct a three day training to the paralegals on gender based violence and related laws
- 2) In collaboration with the coordinator, prepare topics to be used in the training
- 3) Review relevant background materials for training
- 4) Develop training evaluation forms including pre and post test and ensure their completion by all participants.

- 5) Analyse training evaluation and pre and post test and include it in training report
- 6) Submit detailed training report for Oxfam GB project team at the end of the consultancy

## **5. QUALIFICATIONS AND COMPETENCY**

Applicants should possess the following qualifications and attributes:

- Bachelor degree in law (Masters Degree will be an added advantage).
- Applicants should be conversant with national Gender Based Violence laws, policies and international instruments.
- Extensive experience in the human rights area and demonstrable experience working on gender issues.
- Must have excellent communication skills, both written and verbal (in English)
- Outstanding knowledge on Adults learning methodology E)

## **6. TIME FRAME:**

The training is expected to be conducted for three days

## **7. PAYMENT MODALITIES**

The facilitator shall be paid a facilitation fee of Ushs. 150,000/= per day upon submission of a satisfactory report and training materials.

## **8. APPLICATION PROCEDURE**

Qualified and interested members should send in their applications along with updated Curriculum Vitae on or by Friday **13th February 2015** to [jobsandtenders.betterhaguganda@gmail.com](mailto:jobsandtenders.betterhaguganda@gmail.com) and copy [arnoldjk2000@gmail.com](mailto:arnoldjk2000@gmail.com) with 'Consultancy for the COPS Training' in the subject area.

Only the successful candidate will be contacted.