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| **TERMS OF REFERENCE TO DOCUMENT AND PROFILE HUMAN RIGHTS DEFENDERS IN UGANDA.** |

**ABOUT THE NATIONAL COALITION OF HUMAN RIGHTS DEFENDERS UGANDA**

**1.1 Introduction:**

The National Coalition of Human Rights Defenders Uganda (NCHRD-U) is a registered membership organization of organizations and individual Human Rights Defenders (HRDs) that was formed in 2013. NCHRD-U’s mandate is to protect and promote the work of HRDs in a safe and secure environment. It seeks to strengthen the work of HRDs throughout the country through synergy and collaboration at national and international level to enhance the protection mechanisms for HRDs and their capacity to effectively defend human rights. NCHRD-U focuses its work in all regions in Uganda.

Further information about the organization and what it does, can be found on its website: [www.hrdcoalition.ug](http://www.hrdcoalition.ug)

**1.2 About the Consultancy**

The National Coalition of Human Rights Defenders intends to increase the visibility and give more exposure of HRDs and their human rights work to a larger audience, this would shed light on their challenges and provides a platform to discuss interventions before the issues worsen. The Coalition will use its membership network to profile and document the work of 12 HRDs from the central, eastern, western and Northern regions of Uganda. These 12 HRDs will be from the 7 thematic working groups covering issues under the youth, women, persons with disability, key populations, environment, journalists and Ethnic minority.

This will be implemented by: Identifying Defenders; conduct thorough research on each defender to understand their background, work, achievements, and challenges. The consultant will conduct interviews with selected HRDs to gather personal insights, stories, and motivations; Create Comprehensive Profiles. The profiles will be disseminated through various platforms, including social media, websites, newsletters, and community gatherings to raise awareness about their work and inspire others to support similar causes.

The NCHRD-U will profile the HRDs to highlight their experiences, challenges and celebrate the victories of the (W)HRDs in the country. As it stands, HRDs and marginalized people are often silenced in the face of persistent human rights violations, and as such, it is important to continuously amplify their voices.

# **2.0 Objective of the task**

The main objective of this consultancy is to identify, research, and produce comprehensive profiles of HRDs across Uganda who represent diverse thematic areas namely Women, PWD, Youth, Environment and climate change, key population and journalists. The profiling will highlight their backgrounds, human rights work, challenges, successes, and aspirations.

# **3.0 Scope of work**

The scope of work for the consultant will include, but is not limited to:

1. Develop a script for the documentary.
2. Review and analyze all related documents of the NCHRD-U as shall be provided.
3. Conduct interviews (visual form) with HRDs to gather personal insights, stories, and motivations.
4. Edit the recorded videos in to meaning documentary.
5. Transcribe the recorded videos
6. Voice the final documentary
7. Create a comprehensive profile of each interviewed HRD.
8. Write a final report of the task.

# **4.0 Methodology**

Capture and record selected HRDs from the Central, Eastern, Western, and Northern regions, ensuring representation from the following thematic groups; Women HRDs (WHRDs), Youth, Persons with Disabilities (PWDs), Key population, Environmental defenders, Journalists, and Indigenous communities.

Conduct interviews with selected HRDs to gather personal insights, stories, and motivations; Create comprehensive profiles.

**5.0 Expected deliverables**

The key deliverables are:

1. A script for the documentary.
2. 12 short profile videos of HRDs
3. 15–20-minute documentary
4. Portraits of each of the HRD profiled
5. 12 transcripts from the short videos of HRDs
6. A fully voiced documentary.
7. A final report of the task.

**6.0 Duration of the assignment**

The assignment is expected to be carried out not later than 30th May 2025.

**7.0 Budget and payment**

The consultant will be paid professional fees for his/her technical/professional expertise and time invested in the delivery of the expected outputs. This will be discussed and agreed amicably between the consultant and NCHRD-U.

**Note:** The consultant will be responsible for declaration of income for income tax purposes and where applicable, NCHRD-U will make 6% statutory deductions (from the gross payment) payable to Uganda Revenue Authority as withholding tax in accordance with the income tax regulations of Uganda.

**8.0 Required Qualifications and Experience**

* Proven experience in human rights documentation and storytelling.
* Strong writing and editorial skills with an ability to produce engaging human-centered stories.
* Excellent interviewing skills and sensitivity when working with vulnerable groups.
* Knowledge of Uganda’s human rights landscape.
* Posse skills in videography and photography
* Ability to travel to different regions of Uganda.

**9.0 Application Process**

Interested and qualified candidates should submit their applications which should include the following; **a) Technical proposal, b) Financial proposal and c) Detailed Curriculum Vitae.** **Please quote “Documenting and profiling HRDs” in the subject line.**

Applications should be emailed to info@hrdcoalition.ug not later than 4pm on the 23rd April **2025.**