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| **TERMS OF REFERENCE (TORS) FOR A CONSULTANCY TO** **DEVELOP BI-ANNUAL RISK ANALYSIS (October 2024-March 2025 & April 2025-September 2025 ) REPORTS WITH RESEARCH ON TRENDS OF THE RISK, AND LAND AND ENVIRONMENTAL HUMAN RIGHTS VIOLATIONS (HRVS) WITHIN THE TARGET SUB COUNTIES.** |

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

The National Coalition of Human Rights Defenders Uganda (NCHRD-U) is a registered organization of various organizations and individual Human Rights Defenders (HRDs) that was formed in 2013. 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.

The NCHRD-U’s mission is to protect and promote the work of HRDs in safe and secure environment through linkages with national, regional and international entities. Individuals and organizations working to promote the protection of Human Rights Defenders (HRDs) in Uganda. It does this through its core programming areas namely; Advocacy & Networking, Capacity building, and Protection and emergency response.

# 2.0 INTRODUCTION TO THE CONSULTANCY ASSIGNMENT

On 19th February, 2024, the National Coalition of Human Rights Defenders-Uganda (NCHRD-U) in partnership with DanChurchAid (DCA) and Witness Radio Uganda officially launched a 36-month joint project titled, "Monitoring, Documentation & Advocacy (MDA) for Human Rights in Uganda." The three years (November 2023- November 2026) project is funded by European Union and co-financed by Danida. The project is designed to promote protection, respect for rights, and enabling access to remedy, where violations occur, more specifically in the Mid-Western and Karamoja sub-regions – where private sector actors are increasingly involved in land-based investments (LBIs).

Given the ever-changing context, response to HRD related risks requires NCHRD-U and its partners to be able to adopt to a quickly changing environment and establish protocols which are relevant to the changing contexts. Having a bi-annual risk assessment for organizations working within extractives and provides critical information that enables quick and effective decision-making for the CSOs providing response as well as enables the different actors supporting the Land and Environmental Defenders (LEDs). It contributes to improved Human Rights (HRs) monitoring and reporting as well as establishing response protocols which are effective and fit for purpose.

Based on that, the MDA-HRU project partners recognize the need to conduct research and develop a bi-annual risk analysis report with research on trends of the risk, and land and environmental human rights violations (HRVs) within the target sub counties. The data will be crucial in informing the partner support to the LEDs including providing real time data on the change in trends around risks and mitigations strategies. These bi-annual reports will inform updates in the response protocol developed by the NCHRD-U and the rest of the partners.

It is against such back drop that the NCHRD-U and its project partners are seeking to identify a consultant (individual or a firm) to undertake the above assignment.

# OBJECTIVE OF THE ASSIGNMENT

The overall objective of the assignment is to develop bi-annual risk analysis report with research on trends of the risk, and land and environmental human rights violations (HRVs) within the target sub counties.

**3.1 Scope of Work**

Activities and tasks:

* Determine the target audience, and their level of risks.
* Conduct research to assess the operating environment of the Land and Environmental Defenders (LEDs) to ascertain their risks and risk drivers.
* Develop a bi-annual risk analysis (October 2024-September 2025) reports with research on trends of the risk, and land and environmental human rights violations (HRVs) within the target sub counties.

# 4.0 METHODOLOGY

The Consultant shall develop the most suitable methodology in line with the assignment

**5.0 KEY ACTIVITIES & EXPECTED DELIVERABLES.**

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| **Key activities/Tasks** | **Deliverable/outputs** |
| Conduct an inception meeting | Inception report |
| Conduct a comprehensive analysis of the target audience and their risks based on the data gathered from monitoring exercises, interaction with select organisations and data from the NCHRD-U portal and Witness radio (WR) land eviction portal | Detailed assessment report |
| Develop 01 bi-annual risk analysis report with research on trends of the risk, and land and environmental human rights violations (HRVs) within the target sub counties. | 01 comprehensive bi-annual risk analysis report with research on trends of the risk of lead risks and land and environmental HRVs within the target sub counties. |

# 6.0 DURATION OF THE ASSIGNMENT

The assignment is expected to be carried out in a period of 21 working days

# 7.0 Budget and Payment

The consultant should provide an indicative budget per day in Uganda Shillings.

# 8.0Education and Experience

1. Bachelor or Advanced Degree Education, Education Planning, Social Sciences, Development Studies, IT related courses and any relevant course. (A professional course in any of the fields above is added advantage)
2. At least five (5) years of experience working in organizational development and capacity building.
3. Excellent writing and communication skills in English.
4. Strong interpersonal skills and the ability to communicate and work well with diverse people.
5. In-depth knowledge and understanding of issues of Human Rights in Uganda and Civil Society Sectors.
6. Ability to lead formulation of strategies and their implementation.
7. Ability to conduct risk assessments to ascertain trends.
8. Experience in integrating a gender perspective.

# 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 “Developing bi-annual risk analysis reports with research on trends of the risk - National Coalition of Human Rights Defenders - Uganda” on the subject line.**

Applications should be emailed to info@hrdcoalition.ug to reach us not later than 4pm on the 24th August **2025.**