Uganda National Baseline Consultant

JISRA – Uganda Country Programme Baseline Study
July 2021

Introduction

JISRA (Joint Initiative for Strategic Religious Action) is an international interfaith consortium that consists of Mensen met een Missie, Faith to Action Network, Tearfund (UK and Netherlands) and Search for Common Ground. The Arabic word Jisr' means bridge, which perfectly symbolizes what JISRA aims to do: build bridges between divided communities. The JISRA programme 2021-2025 will be implemented in 7 countries: Indonesia, Iraq, Kenya, Ethiopia, Uganda, Mali and Nigeria.

The JISRA consortium in Uganda will work with a great variety of local faith-based actors, partners, networks, youth organizations and women's organizations to support, capacitate and amplify inclusive voices and policies. The unique composition allows JISRA to work within faith communities as well as with high level decision makers.

- JISRA will work within religious communities to challenge discrimination, extremist tendencies and hate towards others.
- JISRA will facilitate and strengthen bridges between religious communities by encouraging interreligious action and addressing common grievances.
- JISRA will engage with local, national and international authorities to make state action towards religious freedom more effective and to challenge divisive policies and practices.

Broadly, the programme seeks to:
- Strengthen the voice of religious actors in civil society and in nurturing civic space
- Leverage religious actors' constructive role in high level advocacy
- Build on the partner's extensive FoRB experience and best practices
- Specifically focus on women and youth.

The JISRA programme baseline study will be conducted to validate the existing Theory of Change, to learn and adapt programming.

In all 7 countries, a baseline study will be performed under the guidance and supervision of a global consultant. The Global Consultant will guide all country level baseline teams on: Design of Methodology, Data Collection Tools and Sampling of the Study. Furthermore the Global consultant will ensure coherence in methodology across 7 countries to fit into the global programme level study. Finally the global consultant will deliver a global programme level report which includes all 7 country specific reports.

In Uganda the JISRA programme is implemented by 6 local partners with the support of 2 international consortium partners – Faith to Action Network and Mensen met een Missie. The programme will be implemented in Western Region (Kenjojo, Ntoroko, Kasese, Bundibugyo, Kamwenge, Kyegegwa, Kabarole, Bunyangabu, Kagadi, Kakumiro and Kabale districts) Eastern Region (Mayuge, Bugiri, Kalaki, Kapelebyong and Serere districts) Northern Region (Yumbe, Gulu City, Omoro, Kitgum, and Lamwo districts) and central region (Kampala). This baseline study is meant to be co-owned, participatory as well as a learning process, therefore a country baseline team, consisting of team members from implementing partner organizations and consortium partners, is set up which will be owning this process. Local partners are involved from the start of the process and will be involved in data-collection in their respective implementing regions.

This Terms of Reference is to set up for the baseline study for the JISRA Uganda Country programme, and to invite proposals from suitably experienced national consultant to lead the study.

Background to JISRA Global Programme

JISRA's approach to religious engagement recognizes that religious actors, both leaders and lay people including women and youth, can be positive voices for peace within their communities. The programme intends to utilize the positive power of religion and religious actors to foster peaceful and just societies, thereby contributing to the prevention and resolution of intra-, inter-, and extra-religious challenges.

The JISRA programme attempts to resolve challenges in the following spaces:
1. Intra-religious sphere, where challenges are:
    a. The existence of harmful religious norms and practices towards women, youth and minorities
    b. Proliferation of othering and exclusivist claims on the trust
    c. Radical and extremist narratives increasingly taking root in people and communities experiences grievances and exclusion
2. Inter-religious sphere, where challenges are:

a. Lack of meaningful interreligious interaction fosters tension between communities driven by prejudices against the other and scapegoating of the unfamiliar

b. Polarization is exacerbated by the demise of local practices that help resolve grievances as well as those promoting peaceful co-existence and tolerance, the increase of more dogmatic views and fake news spread through social media

3. <u>Extra-religious sphere</u>, where challenges are

a. The influence of powerful religious groups on state policies and practices, and the use of religion by decision-makers for political gain or influence

b. Existing and upcoming policies (regional/national) and practices that curb the right to FoRB

c. Diminishing civic space, the exclusion of minority faith actors (including CSOs, women and youth) within decision-making processes.

d. Repressive security practices are often used as a legitimation for prosecuting certain religious minority groups and can lead to a rise in violent extremism

4. <u>Capacity and knowledge</u>, where challenges are

a. Lack of grassroots actionable knowledge on building FoRB and its intersectionality with other rights

b. Lack of (interfaith) cooperation among civil society actors

c. Religious actors not always being equipped in terms of project management, strategic and specialized know-how

JISRA proposes to respond to the challenges with the following strategic programme objective: *"To strengthen and support religious actors in challenging harmful interreligious norms and practices, transforming radicalization and extremism, addressing interreligious grievances and promoting interreligious interaction, while influencing FoRB policies at the local, national and international level."*

Cross-cutting within all three pathways, the Theory of Change (ToC) focuses on strengthening the role of religious actors and civil society organizations (CSOs), as well as amplifying women and youth's role in decision-making structures. See Annex for the detailed JISRA Global Theory of Change.

Objectives of the National Baseline Study

• Determine pre-programme conditions and set targets, against which future changes can be measured

- Based on the findings from the study, provide input on the validity of the three pathways of change and their interactions with each other, as described in the Theory of Change
- Provide recommendations on adjusting programme strategies
- Feed the knowledge and learning agenda for the Uganda programme, to support evidence-based advocacy
- Support accountability objectives vis-à-vis target groups, identified stakeholders, and the donor

Methodology for the baseline:

The Global Consultant will lead the country baseline team on the baseline methodology. However, the national consultant will be responsible for guiding the baseline country team on contextualization of these methodologies. The baseline study should include (but not be limited to) the following methodologies:
- *Secondary research* on freedom of religion and belief in Uganda, and review of project documents and other relevant secondary sources
- *Quantitative data* collected from representative samples
- *Qualitative approaches* including focus group discussions and key informant interviews, along with other tools and approaches.

Participatory set up: The baseline study should be implemented in a participatory way. Representatives of the local partners and target groups, and Country baseline team are participating in the implementation of the baseline. The study should ensure there is local leadership, in order to ensure that the baseline is also a learning process for the partners.

Country Baseline team

The National Consultant will be part of the Country Baseline Team. The Country Baseline team consists of: 6 local partner representatives, 2 consortium partners, 1 external technical advisor as well as the national baseline consultant. The global consultant will be responsible for guiding the country-level baseline team on the design of the methodology and data collection tools.

Baseline Process

The Country baseline study will include the following main stages:

1. **Means of verification**

   The consultant will review the means of verification mentioned in the proposal and confirm them and/or provide recommendations.

2. **Data collection methodology and tools**

   Based on the country indicators, the national consultant will lead the process of contextualizing the methodology for data collection of the study, and ensuring it is participatory. The global or national consultant will also

lead the design of the data collection tools and sampling for the study, and follow the country-level progress and ensure coherence. The national consultant will train local partners on the data collection methodology and tools.

3.   **Data collection**
The national consultant will guide local partners during data collection and ensure the quality of the data collected.

4.   **Data cleaning, aggregation and analysis**
The national consultant will be in charge of data cleaning, aggregation and analysis leading to a final country report. All cleaned data should be provided to the global consultant for analysis, and to the JISRA consortium. The report should be a learning process towards validation of the country-level theory of change and assumptions, and identify recommendations to adapt programming.

5.   **Validation process**
After the first round of analyses at the country level, reflection sessions will be organized with the reference group to present the data and its analysis. After the second draft incorporating the reference group's inputs, the findings will be presented to all partners and discuss the meanings and implications of these results for the JISRA programme.

6.   **Working with Global baseline consultant**
Throughout the above stages, the National consultant will be available for conversations and meetings convened by the Global consultant, will work on timelines as agreed with Global consultant, and communicate with Global consultant as necessary

7.   **Reporting and Deliverables**
An inception report with data collection and analysis plan, and template for country-level reporting in sync with the global level.
Template for secondary data review and tools for quantitative and qualitative Data collection Tools
Cleaned final datasets containing all data collected for the baseline
First draft of the report maximum 25 pages (excluding annexes) for review by the country baseline study team that will be presented at a reflection workshop.
Second draft of report incorporating inputs of the country baseline study team and that will be validated by all the Country Level Partners.

A final report, incorporating inputs from the reviews, of maximum 35 pages (excluding Annexes) of the baseline study, which includes the following:

- Executive Summary
- Description of the country baseline methodology and process, including limitations
- Context analysis and risk analysis for the programme
- Findings with regards to the baseline research questions (see below)
- Data analysis
- Set targets for baseline values?? I don't think this should be national consultant's task. We will do this as an internal exercise with each partner. In any case, an opportunity has not been provided for this in the process/stages described above.
- Power analysis and capacity assessment of the consortium
- Conflict analysis
- Baseline on the national advocacy strategy and knowledge programmes
- Conclusion and recommendations
- List of abbreviations
- Annexes

Baseline Research Questions

The baseline research questions will be linked to the three main pathways of change: intra-religious, inter-religious, extra-religious, and the cross-cutting pathways of inclusion, capacity and knowledge. Presented below are the research questions for the global study. They are aimed to guide the research process; the responses to these questions should provide baseline and target values for each indicator in the country results framework. However, these questions will need to be contextualized to Uganda context and in keeping with Country results framework.

1. **Intra-religious:**
   1.1 To what extent are norms within religious communities open and tolerant of people with other (non) beliefs?
   1.2 How do religious communities challenge harmful religious norms and practices, and what are the actions undertaken by them?
   1.3 To what extent do religious actors challenge harmful norms and practices, and what are the actions undertaken by them?
   1.4 How do religious actors understand FoRB, gender equity and inclusivity?

2. Inter-religious

2.1 To what extent do religious actors collaborate across religious divides?

2.2 How do religious communities, including youth, women, and community members, address grievances and promote peaceful co-existence?

2.3 To what extent are religious actors supportive of interfaith action beyond their own community of faith?

3. Extra-religious

3.1 What kind of policies, regulations, or legal frameworks exist on FoRB?

3.2 To what extent are policies, regulations or legal frameworks about FoRB implemented by duty-bearers and decision makers?

3.3 What kind of people-centred, prevention oriented responses exist for security actors?

3.4 To what extent do security actors adopt a human security approach?

3.5 How responsive are duty-bearers to evidence-based issues put forward by religious actors?

3.6 To what extent are religious actors and CSOs represented in the government, private sector, multilateral organizations, or other CSOs at a global, regional, national and/or sub-national level include CSOs and religious actors in decision-making processes?

3.7 To what extent do religious actors and CSOs ensure that community members are included and feel represented?

4. Cross-cutting pathway

4.1 To what extent are women and youth represented in decision-making processes at the community, local, national and international level for FoRB and interreligious understanding?

4.2 To what extent do JISRA actors (local partners and consortium partners) have the ability to meaningfully engage with religious communities, religious actors and duty-bearers in inter-, intra- and extra-religious settings?

Roles and responsibilities

The national consultant, who will operate amidst the country baseline team will have the following roles and responsibilities:

- o Taking on board the entire country baseline team in the co-creation
- o Be in close collaboration with the Global consultant
- o Contextualisation of Baseline Methodology (reflecting on the Global methodology)
- o Background research on FoRB
- o Contextualisation of Quantitative data collection tools

- o Development of Qualitative data collection tools with guidance from the Global consultant.
- o Ensure Conflict Sensitivity analysis with guidance from the Global Level
- o Training of data collectors
- o Coordination of data collection in all programme implemented regions
- o Technical support during data-collection
- o Gathering country data
- o Data cleaning
- o Ensuring Data quality
- o Data analysis
- o Facilitation of Country Validation Workshops
- o Deliver Final Country Baseline Report – Fit to the Global Level

The JISRA Country Coordinator will be the first point of contact for the national consultant

Timeline
- Start assignment: 1st week of Aug.
- Data analysis: (Qualitative analysis – 10 Sept ; Quantitative analysis – 17 Sept)
- 1st Draft Report: 30st Sept
- Shared Reflection Workshop - post draft report – (co-construction)
- 2nd draft Report: 10th October
- Validation by Baseline Team: 17th October
- Final Report: 24rd October

Qualifications
The JISRA - Uganda Country programme is seeking a suitably experienced consultant or team of consultants to undertake this assignment.
- Consultant(s) should have at least 5 years of demonstrable experience in leading (designing and undertaking) large-scale, country quantitative and qualitative baselines and evaluations
- Demonstrable knowledge and experience on freedom of religion and belief, or religion and development, or women and youth participation, working with faith-based actors
- Experience with participatory methodologies
- Post-graduate degree in research-oriented social sciences; e.g. development studies, public policy, sociology, M&E, Peace and Conflict studies and any related disciplines
- Ability to respond to comments and questions in a timely, appropriate manner
- Excellent verbal and written communication in English.

- Ability to work in diverse, multi-cultural teams
- Coordination and facilitation abilities to work with baseline team, JISRA partners and staff
- Flexible work hours especially to cater to diverse time requirements of Global consultants and other stakeholders
- Experience in Application of RBM (Result Based Management) , Working with Faith Institutions, conducting programme baselines
- Methodology should take into context of COVID-19 and clearly demonstrate how deliverables will be achieved systematically.
- Sampling technique will be used in target districts spelled out in the project document
- The consultant should be available immediately.

Application Process:

Qualified parties can submit the following:
- Letter of interest for the proposal
- A detailed technical proposal demonstrating and understanding of this ToR, including methodology, data management plan, team composition and level of effort, detailed timeline and check-in moments
- CVs of each proposed team members, along with sample(s) of previous work
- A detailed financial proposal with a breakdown of costs in UGX
- Applications can be sent to julie.sennoga@gamil.com by 28th of July, 2021. For any further questions or information about the assignment, please contact the Country Coordinator on 0772456458

Call extends to: Firms or Individual consultant

Annexes
1. JISRA Theory of Change
2. JISRA Results framework