



ANTI CORRUPTION COALITION UGANDA

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TERMS OF REFERENCE

CONDUCTING A POLICY ANALYSIS OF UGANDA'S WITNESS PROTECTION FRAMEWORK

1.0 INTRODUCTION

The Anti-Corruption Coalition Uganda (ACCU) was established in January 1999 and officially registered as an NGO in 2004. ACCU unites like-minded individuals and organizations dedicated to raising awareness, exposing, and advocating for the reduction of corruption in Uganda. Since its inception, ACCU has been committed to fostering an accountable and corruption-free society through diverse initiatives, often with support from various development partners. At the national level, ACCU collaborates with Civil Society Organizations (CSOs) operating in the accountability sector while on the local front, ACCU works with and through Regional Anti-Corruption Coalitions (RACCs) distributed across the country, as well as grassroots member organizations to ensure that voices of citizens are effectively represented across the national agenda.

2.0 BACKGROUND

Uganda has been in the midst of several corruption scandals involving billions of shillings which has fragmented the government's efforts towards sustaining the various anti-corruption efforts despite the established policy, legal and institutional frameworks. According to the Inspectorate of Government, the country loses approximately Ugx. 9.14tn to corruption annually. In 2024, Transparency International ranked Uganda in the 140 position out of 180 countries in terms of fighting corruption, with a score of 26%.

Corruption in Uganda is mainly caused by; weak citizen capacity to engage government on accountability, limited citizen monitoring of public services, limited access to information, low state responsiveness to citizen accountability demands, poor implementation of anti-corruption laws, limited capacity of anti-corruption agencies, impunity, patronage and mild political will to fight some forms of corruption. This has resulted into; poor public service delivery, high cost of delivering public services, an increasing national debt burden, denial of basic human rights, under-development and worsening economic conditions.

To address these challenges, Anti-Corruption Coalition Uganda is implementing a project titled '*Citizen Engagement for Accountability Project (CEAP)*' with an overall objective of contributing to improved transparency and accountability among state and non-state actors in Uganda. The project seeks to enhance citizens' engagement and participation in the fight against corruption in Uganda.

The project is expected to contribute to: capacitating Local Government actors to respond to citizens' accountability demands; enhanced engagement of state actors on implementation of effective anti-corruption measures; enhanced capacity of non-state actors to demand for accountability; heightened citizen led monitoring and reporting on public services and expenditures; strengthened engagements between citizens and state actors; increased citizen access to information through awareness campaigns and; strengthened civil society capacity to spearhead accountability interventions.

The project is implemented in 8 districts in West Nile and Karamoja, and at national level, and focuses on tackling corruption in critical service delivery sectors of health, education, justice, livelihood and environment, which directly affect ordinary Ugandans. The project supplements efforts by government's anti-corruption and accountability institutions in the fight against corruption at all levels.

3.0 JUSTIFICATION FOR THE CONSULTANCY

Uganda has ratified regional and international conventions against corruption, including the the African Union Convention on Preventing and Combating Corruption (AUCPCC) and the United Nations Convention against Corruption (UNCAC). The conventions require member states to put in place mechanisms for protection of witnesses, experts and victims.

Effective prosecution of corruption cases depends heavily on witness cooperation and protection, and while some institutions like the Directorate of Public Prosecutions and Police have put in place guidelines and institutional practices for witness protection, thereby reflecting their commitment to align with international standards, the country has not yet fully formalized the national witness protection law.

The absence of a comprehensive witness protection law remains a major impediment to successful prosecution of corruption cases since witnesses in high-profile corruption cases are often exposed to threats, intimidation, or retaliation. This discourages key individuals from presenting evidence and testimonies in such cases.

Therefore, ACCU is seeking services of a consultant to undertake a detailed policy analysis of Uganda's witness protection framework, to inform strategic policy advocacy engagements on the same.

4.0 GENERAL OBJECTIVE OF THE CONSULTANCY

The general objective of the consultancy is to engage the services of a competent firm/ individual to undertake assessment, analysis and evaluation of the witness protection framework of Uganda to inform strategic engagements with key stakeholders.

4.1 SPECIFIC OBJECTIVES

- 4.1.1 To ascertain and assess Uganda's current witness protection regime including mapping to key laws, policies and institutions.
- 4.1.2 To conduct a literature-based comparative analysis of Uganda witness protection regime with selected countries.
- 4.1.3 To provide recommendations towards strengthening Uganda's witness protection framework.

5.0 NATURE AND SCOPE OF WORK

The Consultant is expected to develop a clear methodology detailing how the assignment will be accomplished. Specifically, the Consultant is expected to:

- a. Review Uganda's witness protection regime and undertake analysis of key policy issues affecting witness protection in Uganda.
- b. Identify policy issues and gaps in the witness protection framework and advance recommendations to enhance its effectiveness.
- c. Interview subject experts from state and non-state institutions.
- d. Share findings and recommendations during the strategic advocacy engagements with various stakeholders.
- e. Use tools and any other agreed upon methodology that will deliver the assignment in a more efficient and effective manner.

6.0 PLACE OF PERFORMANCE

The assignment will be conducted at the national level in Kampala.

7.0 METHODOLOGY

Prospective consultants are encouraged to suggest the most suitable methodology that will factor in both qualitative and quantitative methods for this assignment. Consultants are required to illustrate an appropriate methodology with a clear sampling approach showing how they intend to collect and analyse data from different stakeholders. The choice of method must consider the capacities and needs of the different target groups and stakeholders. The methodology will be discussed and finalized in consultation with ACCU.

8.0 EXPECTED OUTPUTS

Prospective consultants are expected to provide a detailed technical and financial proposal detailing the consultant/s understanding of the Terms of Reference - in respect to methodology, approach, tools, financial requirements and relevant CVs.

9.0 TIMEFRAME FOR THE CONSULTANCY

No.	Task	Days	Responsible Party
1.	Publication of the terms of reference	9 th April 2025	ACCU
2.	Delivery of Expression of Interest/Technical and Financial Proposals.	23 rd April 2025	Consultants
3.	Submission of inception report	25 th April 2025	Consultant
4.	Conclusion of contractual process	28 th April 2025	Consultant& ACCU
5.	Delivery of the first draft of the report	28 th May 2025	ACCU & Consultant
6.	Validation of the report	4 th June 2025	ACCU & Consultant
7.	Submission of final report	6 th June 2025	Consultant

10.0 LEVEL OF EFFORT

This assignment is expected to take 15 days.

11.0 RELEVANT SKILLS AND EXPERIENCE

The Consultant is expected to possess:

- a. A master's degree in Social Sciences, Development studies, Law, Public Policy and Governance or any other related qualifications.
- b. At least 5 years of progressive experience in conducting similar studies (evidence of experience including referees should be included in the technical proposal).
- c. Demonstrated understanding of accountability and anti-corruption legal framework.
- d. Knowledge of policy analysis is required.
- e. Strong research skills including analytical and report writing skills (with the ability to produce concise, readable and analytical reports).

12.0 SUBMISSION OF PROPOSALS

Consultants who meet the above requirements should submit their technical and financial proposals to the Executive Director, Anti-Corruption Coalition Uganda on; info@accu.or.ug with a copy to; amarlon@accu.or.ug not later than **23rd April 2025**.