



ANTI CORRUPTION COALITION UGANDA

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TERMS OF REFERENCE

TRAINING OF STAFF MEMBERS OF ANTI- CORRUPTION COALITION UGANDA ON PERSONAL SECURITY

1.0 INTRODUCTION

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. This ensures that citizens' voices are effectively represented across the national agenda.

2.0 BACKGROUND

Uganda annually loses Ugx 9.14tn to corruption, which is approximately 18% of the national budget.¹ In addition, the annual Corruption Perception Index by Transparency International has consistently ranked Uganda poorly in terms of fighting corruption despite government's effort to establish legal, policy and institutional frameworks to fight corruption.² Uganda has also been in the midst of several corruption scandals involving billions of shillings and spanning over decades.

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. The unabated corruption has resulted into; poor public service delivery, high cost of delivering public services, increasing national debt burden, denial of basic human rights, under-development and worsening economic conditions.

In order to address these challenges, ACCU is implementing a 4-year project titled "Civic

¹ Inspectorate of Government Report, (2021). The Cost of Corruption in Uganda.

² Transparency International, (2023). Corruption Perception Index.

Engagement for Accountability Project (CEAP)”. The project aims to strengthen accountability of state actors in Uganda and; enhance the capacity of non-state actors to demand for accountability. This will ultimately contribute to improved transparency and accountability among state and non-state actors in Uganda. The project is implemented at national level and 8 districts of; Yumbe, Terego, Madi-Okollo and Obongi in West Nile and Moroto, Napak, Nakapiripirit and Nabilatuk in Karamoja targeting 7,200 youth; 1,360 government stakeholders; 50 CSOs; 80 Community Based Monitors and; 9,840,200 citizens directly and indirectly.

3.0 JUSTIFICATION

In Uganda, there have been growing concerns about the safety of anticorruption activists and human rights defenders. Uganda ranked 119 out of 161 countries in the 2023 Global Expression Report, ARTICLE 19’s annual assessment of freedom of expression and access to information globally, indicating a highly-restrictive environment. This has been evidenced through arrests of anticorruption activists and crusaders, the most recent being the arrest and detention of at least 45 people in Kampala protesting widespread corruption in government on July 23, 2024. All this has happened amidst an ever-shrinking civic space.

Staff members of ACCU and member organisations often participate in politically sensitive engagements on topics of anti-corruption and activism, which exposes them to security threats. The growing unpredictability of these threats in everyday life of anti-corruption crusaders, whether in the workplace, while commuting, or even at social gatherings, has prompted the need for a training for ACCU staff and members in personal security. This is aimed at creating awareness about personal responsibility and preparedness in ensuring safety. Premised on this background, ACCU seeks services of a consultant to conduct training for staff members and selected partners on personal security.

4.0 GENERAL OBJECTIVE

The general objective of this assignment is to engage the services of a consultant to conduct a training of ACCU staff members and selected partners on personal security.

5.0 SPECIFIC OBJECTIVES

The consultant will be expected to undertake the following specific objectives;

- Conduct a personal security assessment for staff and the organization.
- Facilitate a two-days personal security training for 20 staff members and partners.

6.0 NATURE AND SCOPE OF WORK

The consultant will conduct capacity needs assessment and based on the findings, identify topics and develop training content and deliver a two-days training to ACCU staff and her members on personal security.

7.0 EXPECTED DELIVERABLES

Prospective consultants are expected to provide;

- 1) Personal security assessment /training report.

- 2) Personal security training.

8.0 METHODOLOGY

The selected consultant will be expected to develop a detailed methodology for this assignment stating how the assignment objectives will be achieved. The final methodology for this assignment will be finalized in consultation with ACCU.

9.0 TIMEFRAME FOR THE ASSIGNMENT

No.	Task	Timeline	Responsible Party
1.	Publication of the terms of reference	14/05/2025	ACCU
2.	Delivery of expressions of interest	27/05/2025	Consultants
3.	Contractual processes	30/05/2025	Consultant & ACCU
4.	Training days	05-06/06/2025	ACCU & Consultant
5.	Delivery of the final training report	13/06/2025	Consultant

10.0 LEVEL OF EFFORT

This training is expected to take two working days. The Service contract will be signed for a period of up to 2 weeks.

11.0 QUALIFICATIONS

Prospective consultants should have the following profile:

- Should be a Certified Protection Officer Instructor (CPOI) with at least 5 years of experience as an instructor. Evidence of prior experience should be appended to the technical proposal.
- Demonstrated knowledge and experience in developing personal security plans for NGOs.
- Sufficient knowledge and understanding of the operating environment for accountability and human rights focused NGOs in Uganda.
- Ability to undertake this assignment and deliver on time.

12.0 SUBMISSION OF PROPOSALS

Consultants/individuals 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 27/05/2025.