



ANTI CORRUPTION COALITION UGANDA

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TERMS OF REFERENCE

DEVELOPING MODULES FOR TRAINING YOUTH ON INTEGRITY, ACCOUNTABILITY AND ANTI-CORRUPTION

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

Despite the well-established policy, legal, and institutional frameworks aimed at curbing corruption, Uganda continues to grapple with numerous high-profile corruption scandals involving billions of shillings, undermining the government's efforts to sustain its anti-corruption initiatives.

According to the Inspectorate of Government, the country loses an estimated UGX 9.14 trillion to corruption each year. In 2024, Transparency International ranked Uganda in 140th position out of 180 countries on the Corruption Perceptions Index, with a dismal score of 26%, highlighting the persistent challenges in the fight against corruption.

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 is implemented at national level and in the 8 districts of Yumbe, Terego, Madi-Okollo and Obongi in West Nile and; Moroto, Napak, Nakapiripirit and Nabilatuk in Karamoja, 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 government's efforts in combatting corruption through strengthening accountability of state actors in Uganda, and enhancing the capacity of non-state actors to demand for transparency and accountability at national and sub national levels.

3.0 JUSTIFICATION FOR THE CONSULTANCY

Uganda has demonstrated commitment to fighting corruption through enactment of various legal, policy and institutional frameworks, and by ratifying regional and international instruments such as the United Nations Convention against Corruption (UNCAC) and the African Union Convention on Preventing and Combating Corruption (AUCPCC). These instruments emphasize the importance of education and public awareness as key strategies in preventing corruption and promoting a culture of integrity.

Despite efforts by government institutions, civil society, and development partners, corruption remains deeply entrenched in public and private sectors, often fuelled by limited public understanding of anti-corruption laws and accountability mechanisms. There is need for structured, context-specific anti-corruption education that equips citizens, especially the youth, with knowledge and skills to detect, resist and report corrupt practices.

While some actors have developed stand-alone trainings and sensitization materials, Uganda still lacks a harmonized and institutionalized set of anti-corruption curricular and modules that can be integrated into formal and informal learning spaces, professional development programs, and civic education initiatives. This gap undermines efforts to build a values-based society committed to transparency and accountability.

Therefore, ACCU is seeking the services of a consultant to develop comprehensive anti-corruption modules aimed at strengthening anti-corruption education and enhancing the capacity of youth to actively engage in the fight against corruption.

4.0 GENERAL OBJECTIVE OF THE CONSULTANCY

The general objective of the consultancy is to engage a competent firm/ individual(s) to design and develop two tailored training modules to facilitate training of young people on integrity, accountability and anti-corruption.

4.1 SPECIFIC OBJECTIVES

- 4.1.1 To design and develop two training modules focusing on two areas namely: Civic Engagement for Accountability and; Safeguarding in Anti-Corruption.
- 4.1.2 Ensure that the developed modules align with ACCU's goals as well as national, regional, and international anti-corruption frameworks.
- 4.1.3 To share the structure, content outline and learning materials for each of the two modules, including facilitator guides and participant hand-outs.
- 4.1.4 To generate assessment tools for measuring learning outcomes and participant engagement.

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:

- 5.1 Undertake the necessary consultations and review of relevant materials, and generate the two training modules, including the module objectives, implementation, monitoring & evaluation.
- 5.2 Develop a detailed training agenda outlining session content, learning objectives, and delivery methodology, and comprehensive training materials for each module, including exercises, case studies, and interactive tools, with each module covering at least 10 contact hours.
- 5.3 Develop pre and post training assessment tools/forms to measure knowledge gain and training impact.
- 5.4 Generate a training evaluation form to collect participant feedback on content, delivery and facilitation.

6.0 METHODOLOGY

Prospective consultants are encouraged to propose the most suitable methodology for the development of the modules, incorporating both qualitative and quantitative approaches. The Consultant should outline a clear methodology, the strategy and methods to be used in collect and analysing data to inform development of the modules. The final methodology will be refined together with ACCU to ensure alignment with project objectives.

7.0 EXPECTED OUTPUTS

Prospective consultants are expected to provide detailed technical and financial proposals detailing the consultant's understanding of the Terms of Reference and attach relevant CVs.

8.0 TIMEFRAME FOR THE CONSULTANCY:

No.	Task	Days	Responsible Party
1.	Publication of the terms of reference	06 th May 2025	ACCU

2.	Delivery of Expression of Interest/Technical and Financial Proposals.	20 th May 2025	Consultants
3.	Submission of inception report	23 rd May 2025	Consultant
4.	Conclusion of contractual process	23 rd May 2025	Consultant & ACCU
5.	Delivery of the draft modules	13 th June 2025	ACCU & Consultant
6.	Validation	23 rd June 2025	ACCU & Consultant
7.	Submission of final modules	30 th June 2025	Consultant

9.0 LEVEL OF EFFORT

This assignment is expected to take 10 days.

10.0 RELEVANT SKILLS AND EXPERIENCE

The Consultant must possess:

- a. A master's degree in Social Sciences, Public Administration, Development Studies, Law, Human Rights & Governance or any other related field.
- b. At least 5 years' experience in designing and developing training programmes, safeguarding frameworks and materials, including facilitator guides, participant handouts and assessment tools, particularly on accountability and anti-corruption. Experience in developing content tailored for youth audiences is an added advantage.
- c. Demonstrated understanding of the anti-corruption legal framework and accountability institutions at national, regional and international levels.
- d. Experience developing context-specific safeguarding policies especially for youth.
- e. Strong research, analytical and report writing skills.
- f. Excellent written and verbal communication skills.

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 **20th May 2025**.