



ANTI CORRUPTION COALITION UGANDA

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TERMS OF REFERENCE

TRAINING OF ACCU STAFF, MEMBERS AND SELECTED PARTNERS ON GENDER AND DISABILITY INCLUSION IN ACCOUNTABILITY WORK

1.0 INTRODUCTION:

Anti-Corruption Coalition Uganda (ACCU) is a coalition of like-minded individuals and organizations dedicated to promoting transparency, accountability and anti-corruption in Uganda. ACCU works at national and sub-national levels. At the national level, ACCU collaborates with Civil Society Organizations (CSOs) operating in the accountability sector while on the local level, ACCU works with and through Regional Anti Corruption Coalitions (RACCs) distributed across the country as well as grassroots member organizations. This approach ensures that citizens' voices are effectively represented across the national agenda.

2.0 BACKGROUND:

Accountability programming aims at ensuring that all people, regardless of gender, disability, and any other characteristics, are able to participate meaningfully in governance processes and can access public services without discrimination.

Women, persons with disabilities, young people and other groups facing multiple and intersecting barriers often experience significant challenges in participating meaningfully in decision-making processes, accessing public services and influencing accountability mechanisms. These challenges are driven by social norms, discriminatory attitudes, institutional practices, physical and communication barriers, limited access to information and other structural inequalities. In Uganda, these barriers are reflected in persistent disparities in education, economic opportunities and civic participation, which can further limit the ability of marginalized groups to claim their rights, engage with public institutions and influence decisions that affect their lives. The 2024 Census found that 51.3% of children with disabilities aged 6–24 are out of school, while literacy among persons with disabilities aged 10 and above stands at 60.8%, with women significantly lower than men (54.9% compared with 68.8%). Young people also face economic exclusion, with 42.6% of those aged 15–24 not in employment, education or training (NEET), rising to 50.9% among those aged 18–30. Young women experience additional disadvantages, with unemployment at 21.0% compared with 15.2% among young men. These intersecting barriers can limit access to information, economic independence and meaningful participation in decision-making and accountability processes.

Civil society organisations and accountability actors therefore require practical knowledge and skills to ensure that gender and disability considerations are systematically integrated into their programming and advocacy work. This includes understanding gender equality and equity, disability inclusion, intersectionality, multiple barriers and discrimination, barriers to

accessing public services and the application of gender-responsive and disability-inclusive accountability approaches.

It is also important for accountability actors to understand and apply relevant gender and disability laws, policies, safeguarding and protection principles in their work. Effective and inclusive programming requires the use of gender and disability-disaggregated data, inclusive indicators and monitoring approaches to identify differences in participation, access and outcomes. This should be complemented by practical approaches to meaningfully engage persons with disabilities, ensure accessible activities and consultations, develop inclusive communication and advocacy messages, engage government and integrate gender and disability considerations into programme design and budgeting.

To address some of these challenges, ACCU is implementing the Civic Engagement for Accountability Project which seeks to strengthen the accountability of state actors in Uganda while enhancing the capacity of non-state actors to effectively demand accountability. The project is implemented at the national level and in 10 districts across the Karamoja and West Nile sub-regions. To strengthen the capacity of accountability actors to identify and address gender and disability-related barriers, ACCU intends to strengthen the capacity of its staff, members and selected partners through a training on gender and disability inclusion in accountability programming. The training will equip participants with the knowledge and practical skills needed to integrate inclusive approaches into accountability programming, engagement and advocacy.

3.0 JUSTIFICATION:

Gender equality and disability inclusion are critical to ensuring that accountability processes are inclusive, responsive and representative of the diverse communities they are intended to serve. Within the Civic Engagement for Accountability Project, ACCU works to strengthen the accountability of state actors while enhancing the capacity of non-state actors to demand accountability. Achieving these objectives requires accountability actors to understand and address the different barriers that women, persons with disabilities, young people and other groups facing multiple and intersecting forms of exclusion experience in participating in decision-making, accessing public services and engaging with accountability mechanisms.

However, meaningful integration of gender and disability considerations into accountability work requires more than awareness. Accountability actors need practical knowledge and skills to identify gender and disability-related barriers, understand how different forms of exclusion intersect, and translate this analysis into programme design, implementation, monitoring, advocacy and engagement with government and other duty bearers. There is also a need to strengthen capacity in developing inclusive indicators, collecting and analysing gender and disability-disaggregated data, ensuring meaningful participation of women, persons with disabilities and youth, making activities inclusive, applying safeguarding and protection principles and integrating gender and disability considerations into budgeting and programme planning.

Strengthening these capacities will enable ACCU staff, members and selected partners to design and implement accountability interventions that better respond to the diverse needs and experiences of the communities they serve. It will also support more consistent application of gender responsive and disability inclusive approaches across ACCU's programmes, advocacy initiatives and organisational practices, ultimately contributing to more inclusive and effective accountability processes.

It is against this background that ACCU seeks to engage a qualified consultant to design and facilitate a two-day practical and participatory training on gender, disability and accountability for ACCU staff, members and selected partners. The training will strengthen participants' conceptual understanding and practical application of gender equality and equity, disability inclusion and inclusive accountability approaches, while equipping them with practical tools and approaches that can be applied within their respective programmes, advocacy initiatives and organisational practices.

4.0 GENERAL OBJECTIVE:

To strengthen the capacity of ACCU staff, members and selected partners to apply gender responsive and disability inclusive approaches in accountability programming, advocacy and engagement with citizens and duty bearers.

4.1 SPECIFIC OBJECTIVES:

- 1) To enhance participants' understanding of gender equality, disability inclusion and intersectionality and identify key barriers affecting meaningful participation in accountability processes.
- 2) To enhance participants' capacity to integrate gender-responsive and disability-inclusive approaches in programme design, implementation, monitoring, advocacy and engagement with citizens and duty bearers.
- 3) To support participants to develop practical action plans for integrating gender and disability inclusion into their accountability and advocacy interventions.

5.0 NATURE AND SCOPE OF WORK:

The consultant will conduct a virtual rapid training needs assessment to identify the key knowledge and capacity gaps among ACCU staff, members and selected partners in relation to gender equality and disability inclusion in accountability programming. Based on the findings, the consultant will develop tailored training materials and deliver a two-day training for Regional Coalitions, ACCU staff, and selected CSO partners focusing on these thematic areas.

The consultant will use an interactive and participatory methodology, combining expert presentations, facilitated discussions, practical exercises, case studies, group work, reflection sessions and action planning. The training should emphasise practical application, enabling participants to relate the concepts to accountability programming and identify ways of addressing gender and disability-related barriers within their respective organisations and interventions at national and sub-national levels.

The consultant will also support participants to develop practical action plans outlining how they will integrate gender responsive and disability inclusive approaches into their programmes, advocacy initiatives and engagement with citizens and duty bearers.

6.0 EXPECTED DELIVERABLES:

Prospective consultants are expected to provide;

- A two-day training programme and session plan.
- A two-day training on gender and disability inclusion accountability work.
- Tailored and accessible training materials, including presentations, practical exercises, case studies and relevant tools.
- A comprehensive training report highlighting participants' action plans.

7.0 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.

8.0 TIMEFRAME FOR THE ASSIGNMENT:

No.	Task	Timeline	Responsible Party
1.	Publication of the terms of reference	21/08/2026	ACCU
2.	Delivery of expressions of interest	01/09/2026	Consultants
3.	Contractual processes	02/09/2026	Consultant & ACCU
4.	Development and review of training materials including virtual rapid needs assessment.	02/09/2026 - 07/09/2026	Consultant
5.	Conducting the training	08/09/2026 - 09/09/2026	Consultant
6.	Delivery of the final training report	18/09/2026	Consultant

9.0 LEVEL OF EFFORT:

This assignment is expected to take 6 working days, covering the rapid assessment, development of training materials and delivery of the two-day training. The service contract will be signed for a period of up to four weeks to allow for preparation, review and submission of the final report.

10.0 QUALIFICATIONS:

Prospective consultants should have the following profile:

- A Master's degree in Gender Studies, Development Studies, Disability Studies, Social Sciences, Governance, Human Rights, Sociology or a related field.
- At least 7 years of relevant professional experience in gender equality, disability inclusion, accountability, governance or related areas.
- Demonstrated experience in designing and facilitating participatory training for CSOs, accountability actors or similar stakeholders.
- Strong knowledge of gender equality, disability inclusion, intersectionality and inclusive accountability approaches, with knowledge of relevant Ugandan laws and policies.

11.0 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 **1st September 2026**.