



## **ANTI CORRUPTION COALITION UGANDA**

Plot 9B Vubya Road, Ntinda

P.O. Box 34238 Kampala

Tel: +256-200-903479; Email: [info@accu.or.ug](mailto:info@accu.or.ug), Website: [www.accu.or.ug](http://www.accu.or.ug)

### **TERMS OF REFERENCE**

#### **PROVISION OF TRAINING SERVICES ON SAFEGUARDING IN ANTI-CORRUPTION AND ACCOUNTABILITY WORK**

##### **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 remained committed to fostering an accountable and corruption-free society through diverse initiatives, working with both national and grassroots partners to ensure citizens' voices are effectively represented in governance and accountability processes.

As part of its commitment to advancing structured learning on integrity and accountability, ACCU has been conducting online trainings to provide specialized knowledge for selected citizens, aimed at capacity-building and empowering citizens to actively participate in the fight against corruption. To ensure that the training modules are effectively rolled out through the online learning platform, ACCU seeks to identify and support a core facilitator who will lead the training on safeguarding in anti-corruption and accountability.

##### **2.0 Background:**

Corruption continues to undermine Uganda's governance, service delivery, and development efforts, with an estimated UGX 9.14 trillion lost annually (Inspectorate of Government, 2024). 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 '*Civic 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 10 districts of Yumbe, Terego, Madi-Okollo, Pakwach and Obongi in West Nile and; Moroto, Napak, Nakapiripirit, Kotido and Nabilatuk in Karamoja. The project 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 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 Assignment:**

According to the Inspectorate of Government, Uganda loses approximately UGX 9.14tn to corruption annually. Transparency International in 2025 ranked Uganda at 25% and in the 148th position out of 182 countries assessed. In its strategy to fight corruption, the Government of Uganda has established about 22 anti-corruption institutions, and enacted over 18 anti-corruption laws to address the problem. Despite the efforts, corruption in Uganda still remains endemic and systemic, with indications of getting worse.

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 ongoing interventions by government agencies, civil society organizations, and development partners, corruption continues to be pervasive across both the public and private sectors. On the other hand, safeguarding considerations within anti-corruption efforts receive insufficient attention. Inadequate understanding of safeguarding principles and accountability systems leaves citizens, particularly young people vulnerable to exploitation, harm, and exclusion. This underscores the need for well structured, context responsive safeguarding education within anti-corruption initiatives, to empower youth with the knowledge and skills to identify risks, uphold ethical conduct, and advance safe, inclusive, and accountable approaches to combating corruption.

Although some stakeholders have introduced isolated trainings and awareness materials on safeguarding, the country still lacks a coordinated and institutionalized safeguarding curriculum that can be mainstreamed into formal and informal education settings, professional training programs, and civic education platforms. This shortfall weakens efforts to ensure that anti-corruption initiatives are implemented ethically, safely, and inclusively, and constrains the development of a values driven society grounded in integrity, protection, and accountability.

In response to this gap, ACCU has developed a comprehensive safeguarding module tailored to anti-corruption work, with the goal of ensuring that integrity building initiatives are delivered in a safe, ethical, and inclusive way. ACCU is therefore seeking a skilled facilitator to effectively deliver this module, motivate youth led engagement, and support continuity of the learning processes.

### **4.0 General Objective:**

To engage a consultant to train selected citizens virtually on safeguarding in anti-corruption using the developed module.

### **5.0 Specific Objectives:**

- To identify a qualified facilitator with expertise in safeguarding, integrity, accountability, governance, and citizen engagement to lead the online training.
- To deliver specialised virtual trainings for selected citizens on safeguarding in anti-

corruption.

## 6.0 Scope of Work:

The consultant will be responsible for delivering the module on safeguarding in anti-corruption under the virtual training program. Specifically, the consultant will;

1. Review the module and related training materials, and develop an online training delivery plan, including a session outline, methodology, and interactive tools tailored to citizen engagement.
2. Facilitate interactive online training sessions for participants using the safeguarding in anti-corruption module, including innovative digital learning approaches such as, polls, case studies, group work, role plays, simulations, and breakout sessions to ensure effective knowledge transfer and active citizen participation.
3. Equip participants with the knowledge, skills, and values to detect, resist, and report corruption, while inspiring and mentoring them to serve as integrity ambassadors and anti-corruption advocates within their communities.
4. Administer pre-and post-training assessment tools to measure knowledge acquisition among participants.
5. Document key insights, challenges, and success stories during the training process.
6. Participate in debriefing sessions with ACCU to share lessons learned and propose improvements for subsequent trainings.

## 7.0 Methodology:

Prospective consultants are encouraged to propose the most suitable methodology for the delivery of the training. Consultants should outline a clear methodology, the strategy and methods to be used in delivering the module. The final methodology will be refined together with ACCU to ensure alignment with organizational objectives.

## 8.0 Expected Outputs:

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

## 9.0 Timeframe:

| No. | Task                                                                    | Days                         | Responsible Party |
|-----|-------------------------------------------------------------------------|------------------------------|-------------------|
| 1.  | Publication of the terms of reference                                   | 18 <sup>th</sup> August 2026 | ACCU              |
| 2.  | Delivery of Expression of Interest / Technical and Financial Proposals. | 25 <sup>th</sup> August 2026 | Consultants       |
| 3.  | Conclusion of contractual process                                       | 27 <sup>th</sup> August 2026 | Consultant & ACCU |
| 4.  | Submission of inception report                                          | 28 <sup>th</sup> August 2026 | Consultant        |
| 5.  | Delivery of the training                                                | August - November 2026       | Consultant        |

### 10.0 Level of Effort:

This assignment is expected to take 10 days, with 2 contact hours for the training per day.

### 11.0 Required Skills and Experience:

Required qualifications for the assignment;

- Degree in Social Sciences, Public Administration, Development Studies, Law, Human Rights & Governance, or related field.
- At least 5 years' experience in designing, facilitating and delivering training programmes, including safeguarding or protection-focused content.
- Proven expertise in governance, accountability, anti-corruption, and safeguarding principles, including prevention of exploitation, abuse, and harm.
- Strong knowledge of Uganda's governance, accountability and safeguarding frameworks.
- Experience in online learning design and facilitation, with skills to ensure safe and inclusive participation.
- Demonstrated experience in youth engagement, mentoring, and capacity building with strong focus on protection and inclusion.
- Excellent research, communication, and reporting skills, with the ability to integrate safeguarding standards into training materials.

### 12.0 Submission of Proposals:

Interested consultants should submit a **technical and financial proposal** (methodology, work plan, CVs, relevant samples) to the **Executive Director**, Anti-Corruption Coalition Uganda at [info@accu.or.ug](mailto:info@accu.or.ug) with a copy to [amarlon@accu.or.ug](mailto:amarlon@accu.or.ug) not later than **August 25, 2026**.