



REPUBLIC OF UGANDA

MINISTRY OF GENDER, LABOUR AND SOCIAL DEVELOPMENT

GENERATING GROWTH OPPORTUNITIES AND PRODUCTIVITY FOR WOMEN ENTERPRISES (GROW) PROJECT - P176747

Terms of Reference

for

Preparation of GROW Project Vulnerable and Marginalized Group Plan (VMGP)

1. Introduction

The Ministry of Gender, Labour and Social Development in partnership with the Private Sector Foundation Uganda (PSFU) is implementing the **Generating Growth Opportunities and Productivity for Women Enterprises (GROW) project funded by the World Bank**. The Project Development Objective (PDO) is to increase access to entrepreneurial services that enable female entrepreneurs to grow their enterprises.

The Project arises out of the desire to respond to the needs of women entrepreneurs to grow their businesses, sustain self-employment and create more jobs. The Project Development Objective (PDO) to increase access to entrepreneurial services that enable female entrepreneurs to grow their enterprises. The project targets female owned enterprises, including Refugee owned businesses. GROW will therefore support women entrepreneurs with the growth potential to improve productivity, sustainability and transition their enterprises from micro to small and then to medium scale.

The project will be implemented in all the districts and cities of Uganda starting with 40 districts in phase 1. The implementation also targets Refugee settlements and Refugee Hosting Districts (RHDs). The project implementation will be supervised at multiple levels to fasten addressing of any issues or challenges that may arise, ensuring effectiveness and efficiency. GROW Project will be delivered under 4 project components namely:

Component 1: Support for Women empowerment and enterprise development services.

Component 2: Access to finance for women entrepreneurs;

Component 3: Enabling infrastructure and facilities for women enterprise growth and transition and **Component 4:** Program management, policy innovation, and evidence generation.

2.0 Vulnerable and Marginalized Group Plan (VMGP)

The World Bank ESS7 recognizes the importance of rights and interest of the Vulnerable and Marginalized Groups (VMGs) and requires engagement with VMGs in the design, determination and implementation of the project proportionate to the scope and scale of potential project risks and impact that may affect them.

A Vulnerable and Marginalized Group Framework (VMGF) for GROW project was prepared to meet the requirements of Environmental and Social Standard (ESS) 7 on Indigenous Peoples / Sub-

Saharan African Historically Undeserved Traditional Local Communities which addresses the needs of *distinct, vulnerable, social and cultural groups* which possess the following characteristics: (i) self-identification as members of a distinct cultural group; (ii) collective attachment to geographically distinct -habitats or ancestral territories; (iii) customary cultural, economic or social institutions that are separate from those of the rest of the society; and (iv) an indigenous language, often different from the official language of the country or region. The GROW VMGF and the ESCP identified 4 ethnic groups namely: the **Batwa, the IK, the Bennet and the Tepeth**. In addition, other non-ethnic based but vulnerable groups such as persons with disability and persons living with HIV/ AIDS were also recommended for special targeting and inclusion.

The VMGF for GROW identifies measures required for avoiding or minimizing any adverse impacts on VMGs. This VGMP will apply to all components and activities that will impact the VMGs and will provide procedures to ensure that the impacts are mitigated and that the VMGs benefit from the project. The VGMP will stipulate that measures to mitigate negative impacts of project/sub-project(s) on VMGs will be identified and implemented.

It is against this background that a VGMP for the GROW project is to be developed with full participation of the VMGs and stakeholders working with VMGs including MDAs and Local governments in VG hosting districts, NGOs and FBOs. The VGMP shall articulate actions needed to ensure that VMGs effectively participate in implementing the GROW project and benefit from its activities.

2. Objectives of the Assignment

The main objective of this assignment is to put in place a comprehensive VGMP divided into subsections per the 6 categories herein stated: Batwa, Ik, Benet and Tepeth, persons with disabilities and persons living with HIV/AIDS. The Plan will ensure that these categories effectively participate and benefit from the GROW project; the project impacts on these communities are mitigated and they derive commensurate benefits from project activities through preparing and implementing VGMP. However, the consultant will be expected to support finalisation of the VMGF and prepare the VMGP.

The **VGMP** is required to be specific to the approved project components and focus of GROW investments or activities, VGMP, ESMF, GRM and LMP as well as policies and management

objectives for Protected areas they these community's dwell. The **VGMP** will be required to link up with the strategies and actions prioritized in the PA management plans that seek to address specific issues pertaining to the vulnerable and marginalized groups.

3. Scope of the Undertaking

The scope of services in this Undertaking shall comprise:

- a. Finalize the development of GROW VMGF
- b. Conducting consultative meetings with the Batwa, Ik, Tepeth, Benet , Persons With Disabilities and Persons Living with HIV/AIDS in the communities to collect site specific socio-economic information
- c. Consulting with NGOs, CBOs/CSOs that are doing similar work within the four protected areas and the specified groups for input into the draft plans
- d. Conducting consultations with OPM, MGLSD, Equal Opportunities Commission and Local Governments for input into the draft plans and other key relevant stakeholders identified.
- e. Conducting validation meetings on implementation modalities of the plans and budgets.

4. Tasks for the Consultant

In carrying out of the assignment, the consultant shall extensively cover all aspects of the scope of works mentioned above by undertaking the following specific tasks of the assignment:

- a) A sampling methodology for identifying VMGs to be engaged/consulted in the GROW project sub regions namely, ACHOLI, ANKOLE, BUKEDI, BUNYORO, BUSOGA, CENTRAL 1, CENTRAL 2, ELGON, GKCCA, KARAMOJA, KIGEZI, LANGO, TESO, TORO and WEST NILE. As well as methodology for sampling the ethnic minorities namely **the Batwa, Bennet, IK and Tepeth shall** have to be consulted.
- b) Convening consultative meetings within Batwa, Ike, Tepeth and Benet Communities as well as the Persons with Disabilities and persons living with HIV/AIDs in the communities
- c) Facilitating consultations with other stakeholders Notably MGLSD, Equal Opportunities Commission, OPM and the LGs on the side of government and NGOs., CSOs, Trust Foundations, Faith based Organizations on the draft plans
- d) Conducting validation meetings to agree on implementation modalities of the plans and budgets.

- e) Preparing of final VMGP, complete with measures and avenues through which the VMGs can benefit from the project and a budget.
- f) Holding meetings with the GROW ESM teams to finalize the VMGP.

5. Qualifications, skills, competencies and experience

The main required skills, competencies and experience are summarized below:

- a. A postgraduate degree in Social Sciences, Development Studies, Development, Human Rights, Social Sciences or any related field.
- b. A bachelor's in Arts, Social Sciences, Development Studies, Human Rights or any related field.
- c. At least 10 years working experience in social safeguards assessment, out of which 4 are in vulnerable and marginalized groups or other such groups associated with economic empowerment in Uganda.
- d. Demonstrate considerable knowledge and experience in Participatory planning and management
- e. Demonstrated Knowledge and understanding of World Bank ESS7 and the National Policy and legal framework for VMGs
- f. Knowledge of broad social, cultural and economic dynamics affecting women enterprises in Uganda

6. Reporting requirements

The Consultant will report to the Permanent Secretary, Ministry of Gender, Labour and Social Development: **Attention: GROW, National Project Coordinator.**

7. Facilities and information to be provided by the client

The Consultant will not be required to sit at the Ministry, however, there will be need for flexibility to move and interact with the client and other GROW project implementing entities. Field work or travel outside Kampala area is envisaged and should therefore be included in financial requirements. The client will provide to the consultant access to all relevant information and documents in their possession.

8. Deliverables

The consultant will deliver the following;

- a) Final VMGF
- b) An inception report
- c) A draft VMGP
- d) Final VMGP

9. Duration

The assignment will run for 60 days with the following deliverable outputs and timelines submitted to the client:

S/N	ACTIVITY	TIME
1.	Inception report submitted to the MGLSD.	15 days after signing contract
2	Draft report submitted to the MGLSD	30 days after submission of final inception report
3.	Final report submitted to the MGLSD.	15 days after submission of draft report

10. Financing and payment schedules

The consultant shall be paid 30% upon submission of an acceptable inception report, 50% upon submission an acceptable draft VGMP and the remaining 20% upon submission of a final VGMP

11. Facilities and information to be provided by the client

The Consultant will be based and work from his/her workstation with flexibility to interact with the implementing entities (MGLSD). Field work or travel outside Kampala area is envisaged and should therefore be included in financial requirements.

12. Tasks for the MGLSD, PSFU and PITs

- a) Providing support to the consultant such as letters of introduction in convening consultative meetings with VMGs, MDAs, Local Governments and other players (e.g., PFIs, NGOs., CSOs, Trust Foundations, Faith based Organizations, etc.).

- b) Disseminating the VMGP when completed to VMGs, MDAs, local governments, PFIs, contractors, trainers, grantees/loanees, NGOs, FBOs, CBO and other players and stakeholders in GROW project.

13. How the consultant will be procured

The consultant will be procured in accordance with World Bank Guidelines for Selection and Employment of Consultants for short term assignments.