



ACTION RESEARCH ON WOMEN'S LEADERSHIP AND PARTICIPATION IN POLITICAL PROCESSES IN UGANDA

TERMS OF REFERENCE

1.0. Introduction

These terms of reference serve as guidelines to the action research on women's leadership and participation in political processes in Uganda. The research will be undertaken as part of Akina Mama wa Afrika's (AMWA) activities under the strengthening women's leadership and influence in political processes in Uganda project supported by the Democratic Governance Facility (DGF). Through the project, AMWA seeks to strengthen women's leadership, participation and influence in political processes, in order to advance gender equality, women's rights and inclusive governance in Uganda.

1.1 A brief about AMWA

Akina Mama wa Afrika (AMWA) is a pan African feminist leadership development organization with headquarters in Kampala, Uganda. It was founded in 1985 by African women immigrants living in the United Kingdom to create space for African women to organize autonomously, network with each other, share skills and expertise, identify issues of concern and speak for themselves. AMWA grew into a Pan-African, non-governmental organization with consultative status with the United Nations Economic and Social Council (ECOSOC). We envision a world in which African women are politically, economically and socially autonomous and are champions of change in their lives and society. Our thematic areas of focus include: Women in Power and Decision-making, Sexual and Reproductive Health and Rights (SRHR), Women's Economic Justice, and Violence against Women.

2.0. Project overview

25 years after the Beijing Declaration and Platform for Action, which set the international target for reaching gender balance in political decision-making, women are still underrepresented across all levels of power. The foundation for the current status of African women was laid by multiple structures and systems that include the patriarchal Eurocentric educational system inherited from colonialism designed to nurture male dominance in leadership, politics, governance and decision making. The historical patriarchal exclusion of women and girls from access to and participation on an equal basis with men in public institutions and systems of governance poses the greatest challenge to gender-equitable human resource development.



Uganda has been applauded internationally for promoting the equal participation and representation of women and men in decision-making by putting in place the requisite policy, legal and institutional frameworks. The 1995 Ugandan constitution through Articles 32(1), 33(2), 22(3), 33(4), 33(5), 78 (1) provides for affirmative action seats for women. This is in line with the International Conferences on Women in Mexico (1975), in Copenhagen (1980), in Nairobi (1985), in Beijing (1995) and the twenty-third special session of the General Assembly - Beijing +5 (2000)¹, that affirm that democracy and good governance efforts are more sustainable when women participate in all aspects of the electoral process and in power and decision-making positions.

Despite the gains made, women's representation in political decision-making continues to increase but at a dragging pace, with three-quarters of parliamentary seats still held by men², placing women at the margins of decision-making spaces. In Uganda, women remain underrepresented and their voice and influence in key decision-making spaces, institutions, structures and processes remains invisible and low. For example, women constitute 30% of the cabinet ministers which is problematic as women are the majority in Uganda and yet they remain on the margins of decision-making processes. Consultations with the current National Female Youth Members of Parliament and corroborated by a number of women and youth leaders noted that a number of factors contribute to limited effectiveness of women's leadership and influence in decision-making. These include minimal investment in women's leadership, lack of knowledge and awareness about opportunities, society's negative perception about women's leadership, violence during electoral processes and financial limitations.

Against this backdrop, AMWA seeks to strengthen women's leadership capacities, create spaces for aggregation of women's interests regardless of political divide and address the institutionalized stereotypes against women as leaders through positive deviance approach. The project aims at contributing to inclusive governance where female youths and women leaders have greater influence in decision-making. This will be achieved through strengthening women's leadership capabilities to influence decision-making processes, enhancing their voice and agency to meaningfully influence decision-making and increasing their visibility.

¹ <https://www.un.org/womenwatch/osagi/meetings/2004/EGMelectoral/aidememoire.html>

² IPU-UN Women Map of Women in Politics <https://www.unwomen.org/en/news/stories/2020/3/press-release-ipu-un-women-map-of-women-in-politics-2020>



2.1. Overall Goal of the project

The overall goal of the project is 'Women Leaders effectively exercise voice, agency and Influence in political processes. The project goal will be driven by three inter-linked objectives which are;

1. Influence of women over key decisions in political processes and institutions strengthened
2. Gender responsiveness of political parties towards women's strategic interests and needs
3. Portrayal of women leaders and aspirants in the media improved

3.0. Assignment

In Uganda, politics and decision-making processes remain male-dominated and women are hardly visible in political decision-making. Women who strive to take part in active politics specially to challenge male counterparts and assert their political rights are ridiculed as immoral, badly brought up, unruly. However, the extent to which such stereotypes, sexism and women's representation in the media has been inadequately documented. Further, there is inadequate sex-disaggregated data and gender statistics, particularly at sub-national levels, on numerous aspects related to women's political participation, which limits measurement and full understanding of the issue.

To build evidence and document the lived experiences of women, the consultant will undertake this action research premised on an intersectional feminist analysis and contribute to the efforts being made in providing an an overview of the current trends on women's leadership in decision making processess. The research findings will be used as an advocacy tool in influencing a gender just society where women take up leadership positions in conducive enabling environments that acknowledge and appreciate their role in democratic and development processes.

3.1 Objectives of the assignment

1. To review existing research on women's leadership and influence in political processes to harvest current trends on women's leadership in decision-making processes,
2. To interrogate the systemic barriers to women's leadership and influence in political processes in Uganda;
3. To document women's oral herstories on their leadership trajectory and participation in political processes;
4. To assess the gender responsiveness of political parties towards women's leadership and influence in politics;
5. Identify leadership development needs for strengthening and building women's political leadership and influence;



6. Explore concrete /viable strategies and opportunities to advance women's leadership and influence in political processes.

3.2 Methodology

The primary methodology proposed are qualitative approaches which are widely recognized as the method of choice for generating insight into complex phenomena, the contexts in which they occur, and their consequences. The approach also gives a voice to perspectives that tend not to be heard or to those with experiences that have few precedents in prior research.

3.3 Specific Process

- Review key documents and relevant literature on women's leadership and influence in political processes in Uganda;
- Consult with women active in electoral processes on their experiences;
- Undertake an analysis of the existing legal framework on women's leadership and influence in political processes and the current context on their participation;
- Consult with relevant key duty bearers and political parties on existing structures that promote women's leadership and influence in electoral processes.

4.0. Expectation of the assignment

Through the assignment, the consultant will document, profile and generate gender disaggregated data on women's leadership and participation in political processes. The consultant will infuse an intersectional feminist lens so as to capture the experiences and voices of women in their diversity. The consultant is expected to assess the responsiveness of political parties towards women's leadership and participation in politics. The assignment will inform AMwA's advocacy for reforms in political processes.

4.1. Deliverables

The consultant is expected to produce the following:

- I. Technical and financial proposal (with his/her interpretation of the TORs and statement of methodology, data collection & Analysis tools, lists of documents for review)
- II. A draft report with the research findings for review and validation by AMwA
- III. A final research report



4.2. Scope of the assignment

This assignment will be conducted in 5 regions that include the Central, West, South, North and East through the use of multiple data collection methods, human rights-based approach and feminist intersectionality analysis. The Consultant will interview leaders of political parties and duty bearers to ascertain the responsiveness of legal frameworks to women's participation in electoral processes.

4.3. Time frame

The assignment is expected to last 16 days from the date of signing the contract of engagement.

5.0. Qualifications and competences of the ideal consultant

The consultant should have demonstrated expertise in conducting feminist research in the field of democratic and good governance, women's participation in governance processes, facilitating multi-stakeholder processes, communication for development and human rights-based approach.

The resource person shall have the following experience:

- a) Advanced University Degree in gender and governance studies, development studies, international relations, Law or Human Rights or other related disciplines;
- b) Minimum of 10 years of progressively responsible relevant experience, preferably in the promotion of women's rights, democracy and political governance policy, human rights training and regional and international and knowledge of global, regional and national laws and policies on gender equality and women's rights;
- c) Extensive experience in conducting feminist action research;
- d) Knowledge of recent developments related to the topic;
- e) Excellent communication skills in English;
- f) Demonstrated ability to complete complex assignments in a timely manner and delivery quality results.

6.0 Application Process

Applications (in English) must be sent by email to consultancy@akinamamawaafrika.org by close of business on 4th November, 2020 and contain the following elements.

- A cover letter stating your motivation and summarizing relevant experience
- Applicant's profile and a sample of previous work in a related field
- Narrative and financial proposal



- Contact details of at least two independent referees with in-depth and proven knowledge of the applicant's expertise in the field.