



**TERMS OF REFERENCE FOR CONSULTANCY SERVICE  
FOR  
ENTERPRENUERSHIP AND SKILLS DEVELOPMENT ON TABLE BIRD FARMING  
IN KAMPALA - UGNADA**

**Programme: EMPOWERING REFUGEE WOMEN THROUGH LIVESTOCK - TABLE  
BIRD FARMING IN KAMPALA**

**Location:** KAMPALA - UGANDA

**Start Date:** Upon signing the contract

**Expected Duration of Assignment:** 5 working days

**January, 2024**

## **1.0: Background of AORW-U**

The Association of Refugee Women in Uganda (AORW-U) is a women's rights organization comprised of women refugees from the Democratic Republic of Congo, Burundi, Rwanda, and Somalia. It operates as a not-for-profit and is led by refugee women. AORW-U initially started as a self-help group for a few women refugees from the Democratic Republic of Congo, who could meet once a week to discuss their well-being in Uganda. However, till it expanded to include women refugees from Burundi, Rwanda, and Somalia. The organization's main objective is to strengthen locally-owned systems for addressing Gender-Based Violence by transforming socio-cultural norms, rebuilding family and community support systems, designing effective services, working with legal systems, documenting abuses for advocacy purposes, and promoting resilient livelihoods through economic empowerment programs.

### **Mission & vision**

#### **Mission**

Our mission is to facilitate access to necessary resources while also supporting, advocating for, and building the capacity of refugee women and girls to lead fulfilling and meaningful lives.

#### **Vision**

The Association of Refugee Women in Uganda envisions a society where refugee women and girls live without discrimination and violence.

#### **Values**

- Empowerment: We aim to empower refugees to take charge of their lives and be active participants in their communities.
- Inclusivity: We strive to be inclusive and welcoming to all refugees, regardless of their ethnicity, nationality, religion, or gender.
- Community-led: We recognize that the best solutions come from within the community itself, and prioritize the voices and needs of refugees in their work.
- Accountability: We are accountable to the communities they serve, and prioritize transparency and open communication in their work
- Resilience: We recognize the resilience and strength of refugees, and work to build on these strengths to support the community
- Solidarity: We prioritize working in solidarity with other marginalized communities, and recognize that the struggles of refugees are interconnected with those of other marginalized groups

## **2.0: Project background and Justification**

Uganda has earned recognition as the largest refugee hosting nation in Africa and the third largest in the world, with a refugee population of 1.4 million. The country's progressive and generous refugee policy provides essential services such as healthcare and education in refugee settlements, while allowing refugees the freedom to move and work. One notable settlement is Nakivale Refugee Settlement, situated in the Isingiro district of southern Uganda. Established in 1960, Nakivale stands as one of Africa's oldest and most enduring refugee settlements, spanning over 180 square kilometers. It is comprised of three sub-camps: Base Camp, Juru 5, and Rubondo, collectively hosting over 100,000 refugees from 11 different nationalities, primarily originating from the Democratic Republic of Congo, Burundi, Somalia, and Rwanda.

Refugee women residing in Kampala face formidable challenges in attaining livelihoods and employment opportunities, compounded by language barriers, limited resources, and prevailing cultural norms that often prioritize boys' education. The combination of a restricted job market, discriminatory practices, and economic constraints creates substantial hurdles for these women, hindering their pursuit of financial independence and the ability to provide for their families. The project's overarching goal is to empower these refugee women by establishing sustainable livelihoods, with a specific focus on introducing table bird farming. This initiative entails comprehensive training, support, and resource provisions to facilitate the establishment and management of small-scale poultry farms. Through engaging in table bird farming, the women are anticipated to achieve economic independence, while also acquiring vital skills in poultry husbandry, health management, and business operations. Emphasizing sustainable and ethical farming practices, the project aspires to contribute to the long-term economic stability of these women and simultaneously enhance food security within the community by providing a local and affordable protein source.

## **3.0: Activity Objective:**

Our aim is to deliver thorough training in table bird farming for vulnerable refugee women in Kampala. The curriculum will go beyond farming techniques, incorporating comprehensive business and financial literacy training to enhance their entrepreneurial capabilities.

## **4.0: Methodology:**

AORW-U targets to train 100 refugee women in Kampala  
AORW-U will work with the Office of the Prime Minister to identify beneficiaries. The training will be held in Kampala. The objective is not only to equip these women with practical skills in table bird farming, including husbandry and health management but also to empower them with the knowledge and acumen needed for successful entrepreneurship in this field.

## 5.0 PROPOSED TASKS AND TIME FRAME

### a) DELIVERABLES

The consultant is tasked with providing specialized training to empower refugee women in poultry farming, health, and management. The primary goal is to equip these women with the knowledge and skills necessary for establishing and managing sustainable poultry farms, fostering economic independence, and promoting food security within the refugee community.

#### Key Responsibilities:

- **Training Design:** Develop a detailed training curriculum covering poultry farming, health, and management tailored to the cultural context and educational background of the refugee women.
- **Delivery of Training Sessions:** Conduct interactive and participatory training sessions on-site within the refugees, ensuring effective communication and engagement with the participants. Cover key topics including poultry husbandry, health management, biosecurity measures, and sustainable farming practices.
- **Hands-On Practical Sessions:** Organize hands-on practical sessions to provide participants with real-life experience in handling poultry, diagnosing health issues, and implementing effective management practices.
- **Business and Financial Literacy Training:** Integrate comprehensive business and financial literacy training into the program, covering budgeting, financial management, and income-generating opportunities related to poultry farming.
- **Cultural Sensitivity:** Demonstrate cultural sensitivity and adaptability in the training approach, respecting the diverse backgrounds and experiences of the refugee women.
- **Monitoring and Evaluation:** Implement a monitoring and evaluation framework to assess the effectiveness of the training program. Collect feedback from participants and make necessary adjustments to the training approach.

### b) REPORTING ARRANGEMENTS

The consultant will be required to submit a comprehensive report summarizing the training activities, outcomes, and recommendations for future interventions.

## **6.0 QUALIFICATION OF THE CONSULTANT**

The consultant should possess the following qualifications:

- A relevant degree in veterinary science, animal husbandry, agriculture, or a related field.
- Proven experience in delivering successful training programs on poultry farming and management.
- Practical experience in poultry farming with a focus on sustainable and ethical practices.
- Strong communication and facilitation skills, particularly in multicultural settings.
- Familiarity with financial literacy training and its application in agricultural contexts.

## **7.0 LOGISTICS:**

The consultant will be required to provide their own materials and resources for the training sessions. Any associated costs will be covered by the contracting organization.

## **7.0 TIMELINE:**

The training program is expected to be conducted over a specified period, with a detailed schedule to be agreed upon during the contracting process.

## **9.0 APPLICATION PROCESS:**

Interested consultants are invited to submit their detailed resumes, a sample training outline, and a brief proposal outlining their approach to the training program. The deadline for submissions is 15/01/2024 at 5:00PM to [procurement@aorwug.org](mailto:procurement@aorwug.org) . No hard copies will be accepted. If you have any questions or require further information, please don't hesitate to contact us at [procurement@aorwug.org](mailto:procurement@aorwug.org).