

<b>TERMS OF REFERENCE</b>	
Hiring Office:	Uganda Country Office
Purpose of consultancy:	<b>Consultancy to develop UN Youth Joint programme</b>
Scope of work:  <i>(Description of services, activities, or outputs)</i>	<p><b>Background</b></p> <p>Uganda has one of the youngest population in the world, with 77% of its population being under 25 years of age and more than half of the population (55%) aged below 18 years (UBOS 2014). This young population presents a great opportunity for development if appropriate investments are made particularly in education, health and protection of young people. Conversely, if the appropriate investments are not made, young people are left in vulnerable situations affecting their health, well-being and overall development and prosperity of the country. The investment made towards these young populations over the next few years will significantly impact the future path of the country's prosperity.</p> <p>Young people's vulnerabilities are multidimensional and therefore the UN family is coming together to jointly support government and national partners to develop and deliver multifaceted programmes to address the multidimensional vulnerabilities that young people face. The various UN agencies with their different mandates and comparative advantage will bring together technical expertise and resources to contribute to the efforts being made to address the challenges that young people face in a holistic manner. Further, working together will reinforce programme synergies and expand programme coverage and wider impacts as well as promote efficiency in programme delivery.</p> <p>The prevalence of common health risk behaviors such as transactional sex, multiple sexual partners and trans-generational sex among adolescents are common, with potential adverse health</p>

and social outcomes.<sup>1</sup> Overall, sexual and reproductive health indicators remain poor, with HIV prevalence among young people 15-24 years standing at 3.7%, and young women and adolescent girls accounting for most new infections in the country.<sup>2</sup> Teenage pregnancy stands at 25% and accounts for a significant proportion of unsafe abortions and maternal deaths.<sup>3</sup> Unwanted pregnancies are in part driven by low access to modern contraception methods, limited to about 26% of Ugandan women<sup>4</sup> and high prevalence of child marriages. The issue of violence against young women is one of the most widespread human rights violations in the country, with 56% of women aged 15-49 having experienced physical violence at least once since age 15.<sup>5</sup> The low socio-economic status of women and girls in many cultures specifically render the adolescent girls and young women more vulnerable to risks due to lack of agency to make and act on their choices.

Significant progress has been achieved in primary and secondary education, business, technical, vocational education and training (BTVET), and higher education. Primary education (UPE) has seen enrolment rates grow and the gender gap at this level has been virtually eliminated. The national Pupil Classroom Ratio has also improved from 72:1 in 2007 to 63:1 in 2015. With the introduction of secondary education (USE) in 2007, the transition rate from P7 to S1 has increased by 12.3%. With regards to BTVET, the expansion of access has resulted in increased enrolment from 24,598 in 2009 to 42,674 in 2013, of which 66% are males and 34% are females.

Uganda has a high youth unemployment rate of 11%, compared to approximately 6% for adults.<sup>6</sup> The number of those Not in Employment, Education or Training (NEET) as a proportion of the

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<sup>1</sup> MUSPH (2017). Adolescent Health Risk Behaviors in Uganda: A National Cross Sectional Study. Draft April 2017.

<sup>2</sup> The Uganda HIV and AIDS country progress report 2016

<sup>3</sup> Department for International Development, 2014

<sup>4</sup> Uganda Demographic and Health Survey 2016

<sup>5</sup> Uganda Bureau of Statistics

<sup>6</sup> United Nations Youth Engagement and Employment Convergence Group, Terms of Reference.

youth population is even higher, estimated at about 18% in Uganda.<sup>7</sup> Youth unemployment in the country is driven by a mismatch between the demand and supply of labor in the broader economy, exacerbated by low educational attainment and the lack of relevant skills.<sup>8</sup> <sup>9</sup> Youth labor underutilization rates remain high at 63%.<sup>10</sup> Employed youth are often relegated to lower earning sectors, with almost 66% of youth employment opportunities concentrated in agriculture.<sup>11</sup>

Uganda hosts the most refugees in Africa with over 1.5 million refugees from South Sudan, Democratic Republic of Congo(DRC), Somalia, Rwanda, Burundi, and other countries.<sup>12</sup> According to the Uganda Refugee Response Plan 2022<sup>13</sup>, 24% of these are youth with over 250,000 adolescents. These youth face intersecting vulnerabilities and challenges that need addressing in order to ensure that no young person is left behind.

From the available evidence, a favourable demographic profile for harnessing the Demographic Dividend is that where majority of the population are of the working age-group and fewer dependents, especially children, the changed age structure resulting from smaller low-fertility cohorts compared to the previous ones, will create a youth bulge that will eventually “splash” into the working age bracket to create the “economic miracle”. However, for this “miracle” to happen, there is need for targeted investments in this young population in terms of their health, education and skills.

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<sup>7</sup> The National Labour Force and Child Activities Survey 2011/2012, Uganda Bureau of Statistics (July 2013).

<sup>8</sup> Youth Coalition on Electoral Democracy in Uganda (YCED), The National Youth Manifesto 2016-2021 (A Social Contract with Young Ugandans).

<sup>9</sup> The four pillars of decent work are: standards and rights at work, employment creation and enterprise development, social protection and social dialogue. Decent work sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men.

<sup>10</sup> Uganda School to Work Transition Report.

<sup>11</sup> Government of Uganda, The National Employment Policy 2011.

<sup>12</sup> Uganda Comprehensive Refugee Portal <https://data2.unhcr.org/en/country/uga> (accessed 12 May 2022).

<sup>13</sup> Inter-Agency Uganda Country Refugee Response Plan 2022-2025.

While Uganda has experienced relative peace for some time, adolescents and youth continue to face multiple threats and impacts relating to violent extremism and terrorism<sup>14</sup>. According to the Institute for Security Studies (2020) insecurity and conflicts in Uganda are majorly driven by macro-level factors including socio-economic and political grievances, inter and intra-community tensions, marginalization, poor governance and poverty. This justifies investment in meaningful youth engagement and socio-economic empowerment to champion peace and security. Strengthening the life skills of youth is a key objective in order to minimize risk factors and maximize protective factors related to crime and violence. Enhancing knowledge of the consequences of crime and developing life skills of youth positively influences behaviour and attitudes of at-risk youth and prevent anti-social and risky behaviour.

It against the above background the UN Country Team level (UNCT) made a decision to galvanize its effort and support a well-coordinated UN youth joint programme.

Interventions for Youth by UN Agencies in Uganda fall under The United Nations Sustainable Development Cooperation Framework (UNSDCF) Strategic Priorities 1,2 and 3 – (Transformative and Inclusive Governance, Shared Prosperity in a Healthy Environment and Human Wellbeing and Resilience).

Initial consultations have been conducted with most agencies that indicated contribution to youth programming in the UNSDCF. Five key UN Areas of Convergence/Joint focus were identified by agencies including; Good health; Education and skills; protection and rights; Economic empowerment and Peace, security and environment. An initial conceptualization workshop was conducted in late 2021, where the key pillars were agreed upon.

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<sup>14</sup> Olojo, A., Sigsworth, R., & Kaduyu, N. M. (2020). Preventing violent extremism in Uganda: the role of resilience and dialogue. ISS East Africa Report, 2020(34), 1-12.

These are; Good health, Education and skills, protection and rights, Economic empowerment, and Peace, security and environment.

Key UN agencies involved include (the list may change) UNFPA (lead agency), UNDP, UNICEF, UNHCR, UN WOMEN, UNCDF, ILO, WHO, IOM, UNAIDS, UNESCO, FAO, OHCHR and WFP, with coordination support by the Resident Coordinator's Office.

### **Purpose**

The purpose of this consultancy is to support the UN Youth technical working group to expand a joint programme concept into a fully joint programme document. This builds on initial conceptualization to design an evidence informed joint programme; building on the priorities identified in the UN Sustainable Development Cooperation Framework (UNSDCF) and comparative advantage of the UN. The proposed UN youth joint programme will build on and harness synergies from existing initiatives supported by the UN and lessons learnt so far.

### **Objectives:**

#### **The objectives of this consultancy are:**

Develop a UN Youth joint programme with clear result monitoring framework and indicative budget with support from the UN Youth joint technical working group.

### **Scope of work**

1. Finalize the mapping that was done internally by the UN agencies to identify both geographical and thematic convergence across interventions implemented by all listed agencies within each of five priority areas/pillars
2. Review and finalize the situation analysis to further inform areas of focus building on what has already been done by the pillar leads.

	<ol style="list-style-type: none"> <li>3. Work closely with the pillar leads and team members to further unpack the expected key results and strategies in the areas of; Good health; Education and skills; protection and rights; Economic empowerment and Peace, security and environment.</li> <li>4. Engagement with stakeholders including young people and consolidation of feedback including facilitating consultative meetings/workshop.</li> <li>5. In collaboration with the international consultant develop a clear theory of change for the joint programme</li> <li>6. Facilitate the development of a robust result matrix with clear monitoring framework.</li> <li>7. Identify areas of programmatic synergies between the thematic areas and how these synergies could be maximized in the form of joint programme implemented by UN agencies</li> <li>8. Present the proposed joint programme to key stakeholders and gather input.</li> </ol>
Duration and working schedule:	<ul style="list-style-type: none"> <li>● 30 working days</li> </ul>
Place where services are to be delivered:	In Kampala and majorly Remote
Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):	<p><b>Deliverables</b></p> <ul style="list-style-type: none"> <li>● Proposed UN Youth Joint programme document which spells out the joint priorities, results, broad interventions, approaches/strategies to programme delivery, and a monitoring and evaluation/accountability framework.</li> </ul>
Supervisory arrangements:	<ul style="list-style-type: none"> <li>● The consultant will be expected to work closely with the UNFPA Lead on Youth joint programme who will review and approve all deliverables by the consultant.</li> </ul>

Expected travel:	To be confirmed/determined	
Required expertise, qualifications and competencies, including language requirements:	<p><b>Qualifications and experience:</b></p> <ul style="list-style-type: none"> <li>● Minimum of 10 years of experience in consulting, conceptualizing, designing and/or managing projects in the area of youth programming with a focus on the key areas Health and wellbeing; protection and rights; Learning, education and skilling; Employment, entrepreneurship and access to financing; Youth institutional capacity building and Multisectoral Coordination and accountability.</li> <li>● Good understanding of multisectoral approach to youth programming at sector and programme level.</li> <li>● In-depth understanding of national planning process and where the youth joint programme should be anchored to enhance government ownership and leadership</li> <li>● Excellent facilitation skills to enable consensus building among diverse group of professionals</li> <li>● Excellent command of English, both written and oral, including report writing skills</li> <li>● Evidence of having carried out similar work before, in Uganda or the East African Region is an advantage.</li> </ul>	
Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable:	Where need in line with guidelines the consultant might come to UNFPA CO.	
Task	Deliverables	Timeline
Present an Inception report	Inception report	5 days

Finalize the mapping	<ul style="list-style-type: none"> <li>▪ Mapping document in excel and visual formats specifying programmatic intervention implemented by all agencies in each geographic areas across five pillars (listed under task 3), indicating points of convergence at different levels (e.g. where we have convergence of two agencies, where 3, where 3+ across thematic areas) in each geography within five pillar areas with specific of interventions list:</li> <li>▪ Presentation and validation of the mapping document with member of Flagship group</li> </ul>	3 days
Review and finalize the situation analysis to further inform areas of focus.	Situation analysis describing information on the current challenges, gaps in the selected thematic areas.	6 days
Consultative meetings with key stakeholders	Report with issues raised	5 days
Conduct a conceptualization workshop working with the technical working group to further unpack the expected key results and strategies in the thematic areas.	<ul style="list-style-type: none"> <li>● Document describing results at outcome and output levels as well as planned interventions to achieve those results under each pillar.</li> <li>● Document presenting Theory of Change of Youth joint program Group Joint Programme both in the form of narrative and visual/graph/diagram</li> </ul>	5
Facilitate the development of a robust result matrix	<ul style="list-style-type: none"> <li>▪ Excel Results Framework capturing results, indicators – including national</li> </ul>	4 days



with a clear monitoring framework.	Government indicators - and interventions under each of pillars. ▪ Monitoring framework for the joint programme with sections on <i>what</i> and <i>how</i> of monitoring and evaluation of the joint programme.	
Integrate feedback and present final report	Final narrative of the Joint Programme. PowerPoint presentation of the Joint programme, its presentation to different stakeholders and its validation.	2 days

Signature of Requesting Officer in charge of the programme:

Signature      Date:

Signature .....      Date: