



# African Center for Treatment and Rehabilitation of Torture Victims (ACTV)

## **Terms of Reference for Livelihoods Market Assessment for survivors of torture and violence**

ACTV is a Non-Governmental Organisation, licensed by the Ministry of Health to operate a medical centre that provides holistic care (physical, psychological, and social) that supports rehabilitation of survivors of torture and violence in Uganda both Nationals and Non-national. ACTV is also accredited to International Rehabilitation Council for Torture Victims (IRCT).

The Biopsychosocial rehabilitation model of survivors of torture, and efforts to restore their independent lives is an extremely challenging journey and for many, even after rehabilitation, they have to live with the reoccurrence of traumatic memories. This echo of deeper psychological wounds has a profound impact on their ability to live a normal life, maintain family and community relationships, and on their livelihood.

It has been found out that when psycho-social and economic recovery are not carefully linked, the rehabilitation and reintegration process can be derailed and even lead to other unrelated and unforeseen physical and psychological challenges. The concept and practice of integrating livelihoods recovery and restoration as a regular component of the rehabilitation process has been piloted in our previous interventions.

In response to the need for a holistic rehabilitation of survivors of torture and violence, African Centre for Treatment and Rehabilitation of Torture Victims (ACTV) plans to undertake a livelihoods market assessment to recommend appropriate and viable businesses, income generating activities, and vocational skills for survivors in Uganda.

### **Purpose of the Assessment**

The purpose of the livelihood market assessment is to collect primary data about the market functionality, viable livelihood ventures, and income generation skills and employment opportunities for survivors of torture and violence in Uganda.

### **Objectives**

- i. To investigate the microenterprise market in Uganda, identify and provide guidance on economic sectors/sub-sectors with the highest potential to support the survivors of torture
- ii. To gather information on market demand of skills and enterprises and translate it into programming that responds to a dynamic business environment and survivors of torture needs through vocational skill development
- iii. Map out viable and cost effective livelihood and income generating opportunities appropriate to survivors of torture for sustainable livelihood.

### **Key Questions**

The assessment will explore the following key areas and questions:

- Market Functionality
- Viable skills and income generating activities appropriate to survivors of torture
- Availability of Employment opportunities
- Explore opportunities in government programmes that survivors of torture can leverage
- Availability of Financial services and access to credit opportunities to survivors of torture
- Gender based risks associate with identified livelihood opportunities
- Access to information about livelihood opportunities



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- Experiences of discrimination in access to livelihood opportunities by survivors of torture

## **Relevance of the Assessment**

Findings from this assessment will serve as a guide for the African Centre for Treatment and Rehabilitation of Torture Victims (ACTV) to select appropriate viable skills and income generating activities that suit the context of ACTV clients in their respective locations.

## **Methodology**

The assessment design should be focused on three thematic programming areas; Small/micro enterprises, Income Generating Activities (IGA's) and Vocational Skills development. The data collection methods will be decided upon by the consultant/consulting firm however we would appreciate a design that incorporates both quantitative and qualitative methods.

## **Key tasks**

Key tasks to be performed by the consultant(s) will be to:

- Develop an inception report detailing; among other things, the process and methodologies to be employed for the assignment. It should include tentative work plan, a list of stakeholders targeted for participation, assessment tools to be presented to ACTV for review and further input before data collection. The data collection tools will be critiqued (ACTV team) before being refined and finalized
- Conduct a comprehensive field-based assessment [using both quantitative and qualitative data collection methods] in the target areas.
- The consultant should undertake a multi-stakeholder analysis, including relevant line ministries, survivors of torture, youth and women groups, SME, financial institutions, formal and informal sectors, and any other relevant stakeholders to help gather information that will inform decision making in vocational skill and micro enterprise programming
- Write a draft report, capturing key findings against objectives of the assessment.
- Present preliminary findings to ACTV team for review before producing the final draft.
- Compile and Submit Final Assessment Report to ACTV.

## **Expected outputs**

The assessment will result in the following outputs:

- A clearly enumerated and ranked list of marketable and potential vocational skills for SOTs youth/women and viable existing or new businesses for women and youth as a separate category with a special focus on SMEs that need capital to re-start-up after rehabilitation.
- List of potential markets and value chains along with list of selected types of viable businesses for small scale enterprises for male and female separately for analysis and how this decision was arrived at..
- Identification of business opportunities in the market system where survivors of torture can be engaged.
- A detailed analysis of how small scale entrepreneurs are accessing finance/capital for their business including listing of key financial actors, their capacity, incentives and constraints. In the analysis include opportunities for enhancing financial inclusion for micro enterprises by SOTs.
- Enabling Environment – describe the policies, rules and regulations governing the market.



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- Market constraints, incentives (including graphic) – analyze and describe market constraints as they relate to the target group.
- Potential of the growth/market for the proposed livelihood interventions
- Government programmes that survivors of torture can leverage
- Recommendation for best strategy to move forward and implement these interventions and improve the economic situation for survivors of torture
- A clear criteria for targeting clients for training in each of the identified skills and how the opportunities can be exploited for maximum economic gain of the beneficiaries

### **Key Deliverables**

- Preliminary report that reflects achievement of all the above mentioned tasks
  - Presentation on preliminary report/findings to ACTV
  - Interim report after incorporation of comments
  - Final report: The assessment report should represent a thoughtful, well-researched, and well-organized effort to objectively assess the status of the market conditions. The report should ideally be in line with the following outline;
1. Executive summary: should present a concise and accurate statement of the most critical elements of the report.
  2. Introduction and background
  3. Assessment methodology: should be explained in detail and all sources of information properly identified.
  4. Limitations to the assessment: should be adequately disclosed in the report, with particular attention to the limitations
  5. Assessment findings: should be presented as analyzed facts, evidence, and data.
  6. Conclusion: should be specific, concise, and supported by strong quantitative or qualitative evidence.
  7. Recommendations: they should be supported by a specific set of findings and should be action-oriented, practical and specific.
  8. 2 hard copies and Soft copy of the Report - The consultant will also be required to submit to ACTV all study materials and any other non-consumable documents/items that will be used in the course of the planned consultancy

### **EXPECTED PROFILE OF CONSULTANT**

- An Advanced Degree in Development/Business Management/Economics/Agriculture Economics or other related fields.
- Proven experience in Sustainable livelihoods approaches/market assessment carried out is an added advantage
- At least 5 years' experience in livelihoods programing, economic development, private sector development, monitoring, quality control and institutional capacity building efforts and preferably in Ugandan context. A demonstrated understanding and analytical capacity in the identification of issues relating to indicators of performance in development projects.
- Experience in mainstreaming Human Rights Based Approaches
- Excellent report writing skills and ability to meet deadlines



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- Demonstrated expertise and experience in participatory qualitative and quantitative research methods.
- Excellent written and communication skills in English, Proactive and resourceful

### APPLICATION PROCESS

- I. A suitability statement including CV of participating consultant (s) with details of qualifications and experience.
- II. Technical proposal that summarizes understanding of the TOR, methodology and tools to be used.
- III. Work-plan clearly indicating the activity schedule.
- IV. Financial proposal providing cost estimates and consultancy fees. Contacts of one organization that has recently contracted the consultant to carry out similar assignment.
- V. A sample of relevant written work

Interested candidates who meet the requirements should submit a letter outlining relevant experience and suitability for the consultancy, Technical and Financial Proposal to [actv@actvuganda.org](mailto:actv@actvuganda.org) or [ceo@actvuganda.org](mailto:ceo@actvuganda.org) not later than 2<sup>nd</sup> August 2021.