



CONSULTANCY SERVICE TO CONDUCT A PROJECT BASELINE SURVEY


CALL FOR APPLICATION

Center for Health Human Rights and Development (CEHURD) seeks services of a consultant to conduct a baseline survey upon which project progress and successes will be measured, according to the terms of reference set out herein.

Position title:	Consultant
Programme Locations:	Uganda (Kamuli, Mayuge, Mukono, Buikwe, Arua and Yumbe)
Application Deadline:	30th June 2026
Contract Timeline:	July 2026 – August 2026
Reporting to:	Head of Monitoring Evaluation Research and Learning (MERL)


Through this project, CEHURD intends to deepen and scale-up approaches that address social injustices in health including underlying determinants and health rights violations faced by women, girls and other vulnerable populations in Uganda and share lessons at regional and global level.

Objectives

 The baseline survey has the following programmatic and collaboration-focused objectives;

1. **Assess access to justice**, legal, and psychosocial support services for women and girls facing social injustices and health rights violations.
2. **Examine coordination and referral systems** among justice, health, protection, and community actors.
3. **Identify physical and mental health challenges, barriers, and available support** mechanisms for women and girls.
4. **Assess the capacity of women, girls, and community structures** to participate in decision-making, demand accountability, and engage duty bearers.
5. **Establish baseline indicators and benchmarks** for measuring project progress and impact.
6. **Produce a publishable article** highlighting key findings and recommendations aligned with the project outcomes.

Duration

 Approximately 60 days (spread between July 2026 - August 2026).

Apply to support@cehurd.org. For inquiries, please contact; **Richard Muganzi** - Director of Programmes muganzi@cehurd.org or **Ogwang Christopher** - Head of MERL, ogwang@cehurd.org.

TERMS OF REFERENCE FOR THE CONSULTANCY

INTRODUCTION AND BACKGROUND

The Center for Health, Human Rights and Development (CEHURD) is implementing a project titled **“Addressing persistent challenges and barriers for women’s physical and mental health in six districts in Uganda using tested legal, community empowerment, and research approaches from 2026 – 2028”**. Through the project, CEHURD intends to deepen and scale-up approaches that address social injustices in health including underlying determinants and health rights violations faced by women, girls and other vulnerable populations in Uganda and share lessons at regional and global level. The project is implemented in six selected districts namely; Kamuli, Mayuge, Mukono, Buikwe, Arua and Yumbe. These are mainly rural, peri-urban and underserved districts with peculiarities such as island communities, refugee settlements, sugar farming and plantations with high poverty levels. These characteristics have consistently exposed girls and women to multiple and intersecting vulnerabilities. This project intends to facilitate consolidation of previous work by facilitating an integrated approach of Legal, Community empowerment and Research interventions for greater and sustainable impact. The project interventions are designed to enable women and girls access justice in health; have greater access to quality health care services; claim their health rights and hold duty bearers accountable for provision of quality health care services. It will enhance the capacities of duty bearers including justice, law, and order (JLOS) sector actors and health care service providers to be more responsive to women and girls in their access to justice and health services. To be able to achieve the intended outcomes, CEHURD seeks services of a consultant to conduct a baseline upon which project progress and successes will be measured. The project will also contribute to the institutional capacity strengthening of CEHURD.

OBJECTIVES OF THE ASSIGNMENT

This assignment aims at establishing baseline information (both quantitative and qualitative) on the physical and mental health status, challenges and barriers women and girls face in project districts to ensure that these are addressed by project interventions to realise intended outcomes. It will focus on equitable access to health services for women and girls taking into consideration their unique and holistic health needs and how the health, justice and community systems are working together to address these needs. The baseline will also establish effectiveness and efficiency of accountability structures and mechanisms in the districts. Baseline information will support project implementation and measurement of progress and achievements in alignment to four expected outcome areas below;

- i. Improved access to justice for women and girls facing social injustices and health rights violations.
- ii. Increased response among justice actors for equitable and timely delivery of justice to women and girls.

- i. Enhanced capacities of women and girls and their communities to meaningfully participate and hold duty bearers accountable for quality health service delivery.
- ii. Increased evidence to support the advancement of women's physical and mental health.

SPECIFIC OBJECTIVES

This assignment will specifically;

1. Assess the current level of access to justice mechanisms for women and girls experiencing social injustices and health rights violations, including awareness of rights, availability and access to legal and psychosocial services including mediation, reporting pathways, and barriers to seeking justice in the stated six districts.
2. Examine the existing coordination, referral pathways, and collaboration among justice and health service actors (such as legal institutions, health providers, community structures, and protection actors) in responding to health injustices affecting women and girls.
3. Identify the physical and mental health barriers and challenges that women and girls face, existing support systems and mechanisms to enhance their general wellbeing in the six project districts.
4. Examine the knowledge, attitude, and capacities of women, girls and community structures to participate in decision-making processes, demand accountability and engage duty bearers for improved quality of health services for their physical and mental well-being.
5. Establish baseline indicators and benchmarks for monitoring progress toward the project outcomes.
6. Develop an article that will be published aligned to the project goal and the four outcome areas.

SCOPE OF THE BASELINE SURVEY

The baseline survey will be conducted in selected sub-counties from the six (6) districts of Kamuli, Mayuge, Mukono, Buikwe, Arua and Yumbe as further elaborated in Table 1 below. The study will establish the pre-project conditions with a focus on women's physical and mental health and guided by the project outcomes and outputs. It will provide reference points against which project progress and impact will be measured as well as inform adjustment of interventions to meet the needs of women and girls in the project districts. Uganda has several credible data sources that will benefit the project. These include, among others, District Information Health System (DHIS 2), police crime report, Uganda Demographic Health Survey, Population Census of 2024, research from local universities and Civil Society Organizations including CEHURD. This baseline survey will draw from these sources and ensure that recommendations are integrated in the project.

Primary baseline information will be obtained from, among others, health facilities, schools, households, and institutions engaged in interventions that enhance women and girls' access to justice in health; duty bearers including but not limited to Justice, Law, and Order (JLOS) sector actors, Local Council Leaders, Village Health Teams, Religious Leaders, GBV Champions, Community Health Advocates and health care service providers.

#	Districts	No of Sub - counties	Sub - counties
1	Kamuli	5	Balawoli, Kagumba, Bulopa, Bugulumbya and Wankole
2	Mayuge	5	Bukabooli, Buwaya, Baitambogwe, Bukatube and Malongo
3	Mukono	5	Nakifuma, Nama, Nakisunga, Namuganga and Koome
4	Buikwe	5	Ngogwe, Nyenga, Buikwe TC, Najja and Kiyindi TC.
5	Arua	4	Ajja, Arivu, Logiri and Vurra
6	Yumbe	5	Bijo, Odravu, Yumbe Town council, Romogi and Kerwa
Total		29	

METHODOLOGY

The consultant will provide a detailed approach/ methodology to be used for the baseline assessment.

ETHICAL CONSIDERATIONS

The consultant will be expected to demonstrate how the assessment will be conducted in line with research ethics while protecting the human rights of the participants.

It will also be the responsibility of the consultant to ensure strict adherence to CEHURD Safeguarding Policy which is accessible from this link: [CEHURD Safe Guarding Policy](#). The consultant will also be responsible for ensuring that any persons hired, engaged, or consulted during the process are familiar with the policy and commit to abide by it during the delivery of the assignment.

EXPECTED OUTPUTS AND DELIVERABLES

The deliverables will include, among others the following;

- Inception report of not more than 20 pages by the consultant within one (1) week upon signing of the consultancy contract.
- Draft Baseline Survey report with clear findings in line with the aim and outcomes of the project, conclusion, and recommendations for review.
- Final Baseline Survey report both in hard and electronic format (MS Word as well as PDF). The Baseline Survey report shall contain a minimum of;
 - **Preliminary pages** - table of contents, list of acronyms, acknowledgements etc.
 - **Executive Summary (ES)** - a tightly drafted free-standing ES including the key issues of the baseline, main findings, conclusions and recommendations.
 - **Introduction**; short description of the project, baseline purpose, objectives & scope; methodology/ approaches and limitations etc.
 - **Detailed baseline evaluation findings** for all assessed areas as per the ToR (highlights, findings, implications, and where applicable specific recommendations). Conclusions, Lessons, and Recommendations.

- ✦ **A matrix of realistic indicators** and targets for measuring project progress and achievements based on the four outcome areas i.e. baseline values supported by qualitative descriptions.
- ✦ **Annexes/ appendices** including List of all Baseline Survey respondents (by gender and social representation); List of all referenced secondary data; and all primary source data/ data sets, both quantitative and qualitative, generated during the Baseline Survey in an electronic file in an easily readable format.
- Summary of the findings in (MS PowerPoint) to be used for subsequent dissemination.
- All raw data: transcripts from In-depth Interviews, Individual Surveys, FGDs and cleaned data set used for analysis and production of the final report in an acceptable electronic format
- A well-structured article that will be published aligned to the key findings from the baseline assessment.

KEY ROLES AND RESPONSIBILITIES

CEHURD

- Draw the contract and manage its implementation within the period.
- Coordinate the baseline study/evaluation
- Share relevant documentation that are important for this assignment
- Manage all logistics required by the consultant.
- Secure Ministry of Health formal support for the study.
- Introduction of the consultant and team to the districts.
- Organize a validation meeting for the baseline findings and proposed indicators and targets.
- Review and approve the deliverables presented by the consultant.

Consultant

- Lead consultancy assignment including data collection and analysis.
- Develop and review the data collection tools.
- Lead the development of the consultancy report and incorporate any feedback from CEHURD.
- Ensure all deliverables of the assignment are accomplished and approved by CEHURD;
- Present findings to the CEHURD team and relevant stakeholders for validation.

TIMEFRAME

This assignment will last approximately for 60 days from the date of signing of the contract. The consultant will provide a detailed work plan with realistic timelines to the logical conclusion of the baseline survey.

LOGISTICAL SUPPORT

The consultant shall contact the **Richard Muganzi** - Director of Programmes, muganzi@cehurd.org or **Ogwang Christopher** - Head of MERL, ogwang@cehurd.org for any support.

a. REQUIREMENTS

This assignment requires consultant(s) with the following qualifications and experience:

- i. A masters in public health, social sciences, law, gender studies, development studies, statistics, Research, Monitoring and Evaluation or related field for the Lead Consultant.
- ii. Extensive experience (not less than 7 years) in conducting health-related baseline studies and/or project evaluations or other similar assignments.
- iii. At least 7 years' experience in the field of sexual and reproductive health and rights (SRHR).
- iv. Excellent interpersonal and teamwork skills, with the ability to collaborate effectively with the CEHURD team.
- v. Demonstrated experience applying the Theory of Change approach.
- vi. Proven experience in participatory research methodologies.
- vii. Excellent analytical, writing, and presentation skills.

b. APPLICATION INSTRUCTIONS

Interested individual consultants or firms meeting the above requirements are invited to submit the following:

- A technical proposal demonstrating an understanding of the assignment, outlining the methodology, and including an activity schedule with time allocations.
- A financial proposal in Ugandan Shillings (UGX), detailing all consultancy-related costs.
- CVs of the consultant(s) and proposed team members, clearly stating their roles and responsibilities. For team submissions, ensure all proposed experts are available for the assignment.
- Examples of previous relevant work, such as two (2) completed baselines by the lead consultant. These will be used for assessment and internal review only.
- At least two (2) recommendation letters from recent clients for similar assignments.
- Copy of the company registration if a company/ firm is applying
- Copy of the Memorandum and Articles of Association if a company/ firm is applying
- Copy of tax compliance Certificate
- TIN Number
- VAT Number
- Any other relevant information supporting the application.

HOW TO APPLY

Please send your application to support@cehurd.org and copy info@cehurd.org with subject title; Consultancy for Project Baseline Survey by **30th June 2026** before **5:00pm EAT**.