

Terms of Reference (TOR)

Consultant: Qualitative Researcher – Domestic Violence Study in Uganda

Project: Actionable People-Centred Research on Gender-Based Violence in Uganda

Implementing Organisation: The Hague Institute for Innovation of Law (HiiL)

Location: Uganda (fieldwork in selected rural and urban communities)

Duration: 3 months, September–November 2025

Contract Type: Short-term consultancy

Deadline for Applications: 28th August, 2025

1. Background

HiiL, with support from the European Union (TED/GIZ) under the Sector Programme Governance, is implementing a project *“Actionable People-Centred Research on Gender-Based Violence” in Uganda*. The project aims to develop evidence-based, survivor-focused justice solutions for domestic violence problems by engaging victims as well as formal and informal justice providers.

This qualitative research component builds on quantitative analysis of previous Justice Needs and Satisfaction (JNS) surveys. It will capture the lived experiences of survivors and justice providers, generate insights into effective interventions, and inform the co-design of people-centred justice services.

2. Objectives of the Assignment

The consultant will conduct in-depth qualitative research with domestic violence survivors and justice providers to:

1. Understand survivors’ needs, expectations, experiences, and outcomes when seeking justice.
2. Identify which interventions work best to quickly and fairly resolve domestic violence cases from the user’s perspective.
3. Gather insights to inform the design of improved, people-centred justice services.

3. Scope of Work

The consultant will be expected to:

- **Tool Familiarisation & Validation**
 - Review HiiL’s semi-structured interview protocols and ethical guidelines.
 - Provide input to ensure cultural, language and contextual appropriateness.
 - Participate in tool testing and validation with the Project Steering Committee.

- Participate in an online, HiiL-led training session to get familiarised with people-centred justice, key project themes, and the interview protocols themselves.

- **Data Collection**

- Conduct 30 in-depth interviews with justice users (survivors) and 15 with justice providers, as per a purposive sampling strategy.
- After every 10 interviews, attend a debriefing session.
- Ensure interviews follow trauma-informed, ethical, and people-centred approaches.
- Secure informed consent and ensure confidentiality.

- **Data Management**

- Record (with consent), transcribe, and translate interviews into English.
- Maintain secure storage of all data and comply with both the EU's GDPR and Uganda's Data Protection laws.

- **Data Analysis**

- Provide a summary report of field findings and interviewer reflections on these findings, including quotes and case narratives.

- **Reporting**

- Provide a summary report of field findings, including quotes and case narratives.
- Contribute to the main analytical report with qualitative insights.

4. Deliverables

1. Reviewed and finalised interview tools (with feedback incorporated).
2. Completed transcripts and translations of all interviews.
3. Thematic coding framework and coded dataset.
4. Fieldwork summary report (max 10 pages) highlighting key insights and recommendations.
5. Inputs to the final analytical report.

5. Duration and Timeline

The assignment is expected to take place over [approx. 10 weeks], tentatively:

- **Week 1–2:** Tool familiarisation, validation, and training
- **Week 3–6:** Fieldwork and interviews
- **Week 7–8:** Transcription, translation, and coding
- **Week 9–10:** Analysis and reporting

6. Required Qualifications

- Master's degree or higher in social sciences, gender studies, anthropology, or related fields (PhD candidates strongly encouraged).
- Proven experience conducting qualitative research, preferably in Uganda.
- Experience in research on domestic violence, gender-based violence, or access to justice is an advantage.
- Familiarity with trauma-informed and survivor-centred approaches.
- Excellent interviewing and facilitation skills.
- Ability to analyse qualitative data using software such as MaxQDA, NVivo, or Atlas.ti.
- Fluency in English and at least one major Ugandan language relevant to target regions.

7. Ethical Considerations

The consultant must:

- Adhere to HiiL's ethical guidelines and research protocols.
- Ensure informed consent, confidentiality, and secure data management.
- Be sensitive to the risks of re-traumatisation and provide referrals to support services if needed.

8. Application Process

Interested applicants should submit:

- A cover letter describing relevant experience.
- CV (max 3 pages).
- Example of previous qualitative research report or publication.
- Daily consultancy rate in EUR (inclusive of taxes and expenses).

Send applications to: rachael.ampaire@hiil.org with the subject line: *Qualitative Research Consultant – Domestic Violence Uganda*.

9. Evaluation Criteria

Applications will be assessed on:

- Relevant qualifications and research experience.
- Demonstrated experience with sensitive, survivor-centred research.
- Understanding of Uganda's justice sector and domestic violence context.
- Quality of previous work.
- Value for money.