



**GLOBAL  
RIGHTS  
ALERT**

**TERMS OF REFERENCE (ToR) FOR PRODUCTION OF A VIDEO DOCUMENTARY  
ON SAFE AND PRODUCTIVE SPACES FOR WOMEN IN MINING**

## **1.0 Background**

Global Rights Alert (GRA) is a Civil Society Organization whose mission is to make natural resources benefit the people. GRA is committed to ensure that men, women and young people benefit from sustainable exploitation of natural resources. Our work is rooted in governance and human rights framework which considers challenging inequality and injustice as central to inclusive development. GRA's work empowers communities to negotiate for more equitable benefit sharing regimes, influence decisions that impact on their lives and mitigate conflicts and human rights abuses associated with the exploitation of natural resources. We are guided by four inter-related programs namely; Human and Community Resource Rights, Gender and Inclusiveness in Natural Resources, Corporate Accountability and Transparency and Institutional Development and Strengthening program.

In line with our programs, Global Rights Alert with support from Voice Project is implementing a 2-year project titled, "Golden Voices in Gold Mining" in the districts of Mubende and Buhweju.

The project aims to;

- (i) Improve women engagements at various platforms for effective articulation of challenges women in artisanal and small scale mining face.
- (ii) Amplify women voices through documentation, media and partnerships.
- (iii) Facilitate women's proactive engagement with the oil going legal and policy frameworks that government Uganda's mining sector.

As part of the documentation strategy to amplify women voices, GRA intends to produce a 10-minute video documentary to highlight the challenges women in artisanal and small scale gold mining face in the country. To accomplish this, GRA seeks to obtain the services of a competent consultant or firm that will produce the documentary while working in close collaboration with staff to build internal capacity of undertaking similar assignments in future.

## **2.0 Call for consultancy services**

GRA invites bids from competent firms or individual consultants to submit their Expression of Interest for consultancy services to undertake production of a video documentary on "Women in Mining: The relevance of safe and productive working spaces."

## **3.0 Rationale/justification for the documentary**

Women employed and/or involved in artisanal and small scale gold mining, work under unsafe conditions often characterized by meagre pay, sexual harassment, poor sanitation, domestic violence, lack of protective gears etc, which exposes them to injuries, hazardous chemicals such as mercury among others. Though these conditions are prevalent in the mines, there are limited efforts geared towards addressing these challenges. This is exacerbated by inadequate documentation and thus undermines amplification of these issues on relevant platforms where redress can be sought.

Therefore, the video documentary will document and raise public awareness of the aforementioned challenges for redress. It will specifically focus on the outputs and outcomes of the project in target areas.

## **3.0 Objectives of consultancy assignment**

The objectives of the assignment shall be;

- (i) Document real time stories from the mining communities of Buhweju and Mubende with special emphasis on women issues.
- (ii) To amplify the voices of women on issues affecting them in the mines
- (iii) To understand the roles and contributions of different actors towards addressing issues of women in mining.
- (iv) Develop and suggest appropriate recommendations to inform policy planning and development.

#### **4. Scope and focus of assignment**

The consultant shall;

- (v) Develop the documentary overall concept and scenario.
- (vi) Develop the documentary script and story board to be used in shooting and production of the documentary.
- (vii) Conduct field visits of the project area (Buhweju and Mubende districts) and interview women in mining, their employers and local leaders.
- (viii) Interview selected interviewees for the documentary who shall include women in mining and their employers, local government officials, Directorate of Geological Survey and Mines (DGSM) officials, officials from Ministry of Gender, Labour and Social Development (MoGLSD) responsible for occupational health and Safety and GRA project implementation team among others.
- (ix) Perform appropriate video filming and shoot interviews with the projects' major beneficiaries and stakeholders.
- (x) Present a draft documentary to Global Rights Alert for review/comments.
- (xi) Incorporate the comment and produce a final 10-minute documentary on DVD and raw footage to GRA.

#### **5.0 Timeframe**

The consultancy shall be for a duration of 15 days from the date of signing the contract. However, the consultant shall be paid for 10 working days within the 15-day period. **For avoidance of doubt, consultation meetings with GRA team shall not be treated as working days.**

#### **6.3 Working arrangement**

The consultant shall be paid 30% of the total cost upon approval and signing the contract and the balance upon satisfactory production of the documentary.

#### **7.0 Copy right**

All materials arising out of the consultancy shall remain the property of Global Rights Alert (GRA)

#### **8.0 Required Qualifications and Experience of the Consultancy firm/individual**

- (a) Must have more than 5 years proven experience in film production.
- (b) Extensive experience in producing development work related documentaries for organizations with the aim of reaching out to both local and international audiences.
- (c) Excellent technical capacities (Full High Definition video) to ensure high quality production.
- (d) Must be tax compliant/Tax registration certificate indicating TIN
- (e) Accurate current addresses i.e. physical, postal, telephones and email
- (f) Additional experience in development communication will be an added advantage.

- (g) In addition, companies shall submit certified copies of the Certificate of incorporation as a company

#### **9.0 GRA will be responsible for:**

- (a) Preparing the Terms of Reference (ToR).
- (b) Selecting, contracting and managing the consultant.
- (c) Covering the costs of consultant and logistics associated with the assignment.
- (d) Actively engaging with the consultant during the documentary shooting process
- (e) Reviewing the draft documentary and providing feedback.

#### **10.0 The Consultant will be responsible for:**

- (f) Preparation of a technical and financial proposal, work plan and budget for the assignment  
Engage GRA target beneficiaries and stakeholders throughout the assignment.
- (g) Provide updated/draft video documentary to GRA as required
- (h) Produce deliverables in accordance with the requirements and timeframes outlined in this ToR.

#### **11.0 Application procedure**

Applicants are required to submit the following:

- (a) A technical proposal: Letter of Interest, stating why you consider yourself/your firm suitable for the assignment
- (b) Firm/company profile on handling related assignment
- (c) Personal CVs for individual consultant highlighting qualifications and experience
- (d) Contact details of referees which shall be organizations for whom you have produced films or documentaries
- (e) Financial proposal indicating consultancy fee and a breakdown of expenses (unit price together with any other expenses) related to the assignment.
- (f) Both technical and financial proposal shall not exceed five pages

GRA shall accept ONLY emails applications. Applications shall be submitted not later than 15<sup>th</sup>, July 2018. Applications should be addressed to the Executive Director, Global Rights Alert, Plot 24, Martyrs way, Ministers' village, Ntinda, P.O. Box 27977, Kampala and sent to [info@globalrightsalert.org](mailto:info@globalrightsalert.org) with subject line **GRA VIDEO DOCUMENTARY**.