**TERMS OF REFERENCE (TOR) –**

**GENDER ANALYSIS, SAFETY AUDIT AND PROTECTION RISK ASSESSMENT IN GREATER PIBOR ADMINISTRATIVE AREA**

**Background**

FORAFRIKA is an African international humanitarian and development organization founded in 1984 in South Africa to save lives and foster community development among populations affected by war in different African countries. Our work began when FORAFRIKA’s founders witnessed human tragedy and child hunger while on a mission to assist the needy during Mozambique’s fourteen-year civil war. From then, they made a lifelong commitment to saving the lives of children, their families and communities affected by war across Africa. This is where our greatest unique advantage lies. We are rooted in Africa. We understand Africa with all its complexity, its potential and above all its opportunities because we are African. Today FORAFRIKA has an operational presence in 8 African countries serving Africa’s most vulnerable through a wide range of programmes in Food Security & Livelihoods, Nutrition, Health, WASH, Economic Empowerment and Education with Protection mainstreamed in all its programmes. In doing so, we collaborate with communities to ensure they take a leading role in their own resilience building and transformational development. Together, we work towards our vision: “For Africa to thrive”. We envision an Africa that thrives and believe this is possible when African households can sustainably provide for their children and withstand livelihood shocks.

In Pibor county, ForAfrika has been operational since 2015; implementing nutrition projects and providing treatment of Acute malnutrition to more than 30,000 children, pregnant and lactating women. FORAFRIKA’s projects also focus on preventing malnutrition through promotion of Maternal Infant and Young Child Nutrition (MIYCN) practices; nutrition sensitivity interventions by integration its response with other sectors that includes WASH, FSL, GBV and Health while also making referrals to other essential services as appropriate. In 2021-2022 under the food security and livelihoods project, the programme focused on distribution of emergency livelihood inputs like vegetable seed, fishing kits and farming tools to 83,260 food insecure people (13,877 households) in Pibor. To integrate programming, catchment locations for these included communities in areas where nutrition, health and WASH facilities are situated. FORAFRIKA have trained 260 Mother Support Groups (MSG) members and 165 Community nutrition Volunteers on nutrition-sensitive vegetable production/kitchen gardens. It further established 26 kitchen gardens in Out-patient Therapeutic Programme (OTP) sites for practical demonstration to caregivers of malnourished children and set up 16 demo plots to improve dietary diversity and horticultural husbandry practices, while Community Nutrition Volunteers (CNVs) encouraged community members to develop their own kitchen gardens in the various locations.

**Rationale /Justification**

Although there is clear evidence that gender inequality is a root cause of many barriers to sustainable development and critically impacts children’s ability to survive, learn and live a life free from violence, men and women’s inability to live healthy and fulfilling lives, there are other causes of their inability to thrive. Gender inequalities intersects with and exacerbate other factors contributing to deprivation including age, race, socio-economic class, gender identity, geographical location, health status and abilities. Therefore, Gender equality is essential to close inequality gaps and ensure that we reach every child, men and women, including those who are most marginalized. Despite efforts made by humanitarian workers, the current context in Greater Pibor Administrative Area (East and West Pibor), Jongolei State poses challenges for men, women, boys, and girls unequally including children with different disabilities, and particular gendered risks are aggravated by the cultural norms and beliefs, outbursts of conflict, political instability, pandemic, climate change and food insecurity and series of protection and exclusion risks.

Therefore, FORAFRIKA has planned to conduct a gender analysis, safety audit and protection risks assessment in those most affected areas of GPAA (East and West Pibor,) to identify key issues. And adapt evidence based approach to guide FORAFRIKA in implementation of the gender and protection integration interventions in the above-mentioned areas, and forge the immediate actions and design a long term mitigation measures to address the gender inequality and protection gaps and risks.

**PURPOSE OF THE ASSESSMENT**

The aim of the assessment is to establish the status of gender inequalities in GPAA project target areas (Pibor East and Pibor west), the root causes of inequalities, how it intersects with other inequalities and how it affects service provision. In addition, to understand gender equality and protection risks dynamics in selected project operation sites, how such an understanding can assist in making informed decisions on how to minimize identified gender inequalities and inequities, protection risks with regard to health and nutrition, WASH, Education and FSL programming in GPAA.

**Specific objectives**

1. To assess the extent to which gender inequalities persist and identify its root causes in GPAA (Pibor East and Pibor West)
2. To identify key gender barriers to service access in GPAA with a focus on Health, Nutrition, WASH, Education and FSL.
3. To identify most prevalent forms of GBV, triggers of gender-based violence, management practices of reported cases and propose actions to mitigate and respond to GBV in Pibor East and Pibor West
4. To assess security, safety and protection risks beneficiaries are exposed to on the way, at the services point (OTPs) while assessing services.
5. To identify existing actors providing gender, protection, safety and security risk response services in the area.

**The study will seek to respond to the following questions**:

* What are the current gender, protection and safety risks at the hospitals, PHCC, PHCU, OTPs and in communities?
* How can FORAFRIKA minimize identified gender inequalities and inequities, gender and protection risks with regard to health, nutrition and FSL programming in GPAA.
* How FORAFRIKA can shape its activities to address the identified constraints and implements the activities to contribute to addressing gender equality and equity, protection and inclusion mainstreaming in programming
* Who are other existing actor committed with capacity to address gender inequalities and protection risks within the area

**Scope of Work**

The Gender protection and safety audit study (Social research) Lead consultant will be responsible for collaborative research design and delivery, data collection, data management, documentation, assessment, and reporting for this research exercise.

The scope shall include but not limited to the following:

1. Design the protocol, research methodology, and tools together with the key focal points and other team members.
2. Oversight of data capture and data analysis
3. Writing study report
4. Presentation of the research findings to relevant stakeholders- FORAFRIKA team and concerned clusters
5. Report writing that includes documentation of the findings
6. Identify areas of interest for case study and documentation.

**Study Deliverables**

* A max 30-page draft and final assessment report and share for review
* Electronic copies of photos and videos (if any)
* Debriefing/Presentation for the team- This can be a power point presentation
* Final gender and protection risk analysis and safety audit report,
* Clear action points and recommendations for further actions based on the findings and recommendation from the programme team.

**Person specification, Qualifications, Competency and skills**

The consultant will be required to demonstrate the following qualifications and competencies:

* Post-graduate degrees in Gender or Development Studies or related social science fields and knowledge in the areas of nutrition/, health, FSL, reproductive health, protection/gender-based violence/PSEA and inclusion.
* At least 8 years’ experience in social research in a field of Gender, GBV and Child protection
* Experience in mixed-methodology research projects.
* Experience of participatory research methods
* Experience in conducting quantitative social research for similar study in South Sudan/ East Africa or the region for the Government and or international NGOs
* Experience of, or openness to, innovative approaches to social research
* Experience in training enumerators and working with local teams in a culturally appropriate manner
* Strong written and verbal communication skills
* Professional working proficiency in English (written and verbal)
* Excellent research, reporting, and analytical skills
* Relevant IT skills including SPSS, MS Office, etc.

Preferably, a Qualified South Sudanese national/Firm are high priority and are encouraged to apply

**Consultant’s Availability and Duration of the Assignment**

The Gender analysis, safety audit and protection risk assessment is to be undertaken in one months’ time, from the Mid-February (13.02.2023) to Mid-March 2023 (16. 03, 2023)

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| **S/no** | **Task** | **Timeframe** | **Responsible Person** |
| **1** | **Signing Contract** | **13/02/2023** | **Consultant/ Firm** |
| **2** | **Review of Concept Note and data Collection tools** | **13-15/02/2023** | **ForAfrika** |
| **3** | **Adjustment of concept Note and data collection tools** | **16-17/02/2023** | **Consultant/Firm** |
| **4** | **Data collection** | **21-28/02/2023** | **Consultant/ Firm** |
| **5** | **Report writing** | **1-7/03/2023** | **Consultant/ Firm** |
| **6** | **Review of the Report** | **8-13/ 03/2023** | **ForAfrika** |
| **7** | **Final Adjustment of Report** | **14-15/03/2023** | **Consultant/Form** |
| **8** | **Submission of Final Report** | **16/03/2023** | **Consultant/Firm** |

**Management, Supervision, Logistical Arrangements and Work plan**

The researcher/consultant will work directly with Gender, Protection and Accountability Coordinator supported by MEAL manager and Health and Nutrition Project Manager.

**Criminal Act**

The consultant/s undertakes to comply with all applicable laws and to ensure that engage in any kind of criminal activity including but not limited to bribery, fraud, corruption and to maintain ethical business practices as well as not to commit any Prohibited Acts defined as: -

I) to offer promise or give any person a financial or other advantage.

ii) To request, agree to receive or accept any financial or other advantage not expressly provided for as an inducement or a reward for the performance of any function or activity in connection with this Agreement;

Prohibited acts includes – SEA of beneficiaries…….

And/or provided for as an inducement or a reward for the performance of any function or activity in connection with this Agreement;

**Intellectual property rights**

All data, visual materials, and reports generated through this contract and the gender analysis shall remain the property of FORAFRIKA Int. South Sudan. The consultant/s and other parties require written consent from FORAFRIKA if the data and reports are used for a different purpose, other than the objectives stated above.

**Summary/ Selection Criteria**

This is an open and competitive selection process. The successful candidate/s will be selected following the review of each bidding Consultant’s proposal documents which shall include the following;

* CV and example of the Consultant’s past work, such as a written training report
* Concept Note
* Financial proposal in USD.
* A minimum of two written references.

**How to apply**

Send in your applications which must be received on or before 31st January 2023 to Mail: [J.Samuel@forafrika.org](mailto:J.Samuel@forafrika.org); [jams.logs@jamint.com](mailto:jams.logs@jamint.com)