



Norwegian People's Aid

TERMS OF REFERENCE (TOR)

CONFLICT SENSITIVE PROGRAMMING ASSESSMENT

Position:	Conflict Sensitive Programming Assessment Consultant
Responsible To:	Rural Development (RD) Program Managers
Location:	Four Counties in Lakes State within the accessible Payam in Cueibet, Wulu, Rumbek Center and Rumbek East)
Project:	Partnership for Building Resilience and Enhancing Livelihoods (BREL) of Conflict Affected Households in South Sudan
Provisional Time Frame:	(30 Days Including Weekend)
Tentative Duration	7 th Dec 2020- 9 th Jan 2021 (Excluding 3days for Christmas break and 1day for new year)

Introduction:

Norwegian People's Aid (NPA) South Sudan is an International Non-Governmental Organization involved in humanitarian, relief and long-term development cooperation in South Sudan. NPA has worked in South Sudan since 1986 and currently runs three programs: Civil Society Development, Rural Development, and Emergency Response. The NPA Rural Development Program has received funding from the NORAD Regional fund for its Partnership for Building Resilience and Enhancing Livelihoods (BREL) project. **The Partnership for the Building Resilience and Enhancing Livelihoods (BREL) project has been desired to improve the resilience of the target households that are exposed to shocks, crises, economic, natural and conflict related and contribute to livelihoods through improved household's production and increase/diversified income sources.** The BREL project builds on previous NORAD Regional funded projects. The BREL project is focused on bringing NPA Civil Society and Rural Development programs closer together. The primary common area of civil society and rural development programs through the economic empowerment of women and youth. Important tools for empowering women is to give them economic opportunities, and the project will therefore have a strong focus on women participation in Income Generating Activities. When women experience economic independency, they gain more freedom and equal participation in the society. Not being depending on a man gives them more strength to resist GBV within the family. In addition, youth will have a strong focus when they have other opportunities for livelihood such as small businesses they are less likely to join armed groups and turn to cattle raiding. Giving them a future to protect and the possibility to interact with youths from other ethnic groups in activities like sports, culture and joint income generating activities decrease inter- and intra-communal tensions and potential violence.

Contextual Background:

South Sudan remains in a serious humanitarian crisis due to the cumulative effects of years of conflict and violence against civilians, which have destroyed people's livelihoods and forced 4.2 million people to flee their homes – nearly 2 million inside and nearly 2.2 million outside the country. Years of conflict, displacement and underdevelopment have limited people's livelihood opportunities, marginalized women's formal employment opportunities, and weakened families' ability to cope with the protracted crisis and sudden shocks, like the loss of productive assets. Persistent conflict is the primary cause of hunger in South Sudan. Even with the formation of the unity government in early 2020, the cumulative effects of the conflict have translated to sustained poverty and persistent humanitarian and protection needs for more than 7 million people in South Sudan. This is particularly the case in the Equatoria, greater Bahr el Ghazal and Upper Nile where drivers and multipliers of crisis have remained present over time. These include insecurity and violence, local and inter communal

conflicts, ongoing displacement, sparse basic services, disease, climate shocks, economic instability and insecure access to food and livelihoods. In addition, poor infrastructure, disruption of livelihoods, poor economic conditions and inconsistent humanitarian access have continued to drive food insecurity. The effect is most severe where the convergence of these multiple shocks has resulted in high levels of chronic poverty, vulnerability, acute malnutrition and food insecurity, with communities resorting to the use of negative coping strategies such as going without food or selling their last female animal. Additional drivers of conflict vary across the country and include lack of employment opportunities for youth, who comprise 70 percent of the population; low levels of literacy; and low levels of productivity and technology utilization. In addition, limited access to basic services, poor infrastructure and lack of access to financial services further undermine the capacity of communities to minimize risks. Declining economic opportunities and rising inflation have contributed to people's needs over time and have become amplified with the COVID-19 pandemic that has critically disrupted and impacted negatively on lives and livelihoods.

Description of Project:

The overall objective of Partnership for Building Resilience and Enhancing Livelihoods (BREL) is ***“improved food security, livelihoods and incomes of conflict affected households in South Sudan”*** with three specific outcomes. ***(i) Improved food production and productivity through transfer of sustainable agricultural practices and technologies. (ii) Improved Conflict mitigation, Natural Resource Management capabilities and resilience. (iii) Increased and Diversified Income for youth and women.***

Therefore, the intended CONFLICT SENSITIVE PROGRAMMING ASSESSMENT falls under project outcome 2: ***Improved Conflict mitigation, Natural Resource Management capabilities and resilience.*** The BREL project aims to enhance the capacity of local government, community structures and traditional leaders to monitor and mitigate conflict along key fault lines. The project will work on building the capacity of peace committees and traditional leadership structures to act as agents of “peace” in the target areas. The action will create platforms through the peace conferences for community members to discuss and come up with solutions that generate peace and mitigate conflict. The proposed project will facilitate the formation of natural resources management committees (with representation by both men and women) for management of natural resources, conflict mitigation and risk management at community level and lead to local planning processes. Furthermore, the initiative will build the capacity of communities and their institutions, including women's groups to identify risks and hazards as the basis for developing natural resource management plans at the community level. The project will seek to secure women and men's access rights to land and other resources by enabling the community to actively participate in the making of policies and decisions affecting their livelihood. The initiative will also enhance the capacity of primary stakeholders to access and improve the existing land and resource use systems and develop new ones (if necessary) for community-based resource management with a focus on sustainability and empowerment of the poor, women and other vulnerable groups. NPA will utilize approaches that seek to change harmful social norms and realize behaviour change at the individual, household, community and institutional level. This will include advocacy for the rights of women and youth as well as their social and economic empowerment in community and local government leadership positions. Traditional power holders, particularly male community leaders; influencers and youth, will be engaged in such behaviour change approaches, leading to more positive masculinities, while upholding the rights of and reducing violence against women and girls. This will involve enhancing social cohesion by creating communal spaces for community members to discuss key issues, and providing trainings and awareness raising on conflict mitigation and dialogue. Finally, the project will carry out needs assessment on community conflict resolution structures and undertake capacity building in order for community to collectively and effectively participate in and influence policy decisions. The project will support the empowerment of women and youth as agents of positive change so they may be fully represented in recovery, peace building and development processes.

Purpose and Objective Assessment

Purpose:

- The purpose of the assessment is to enhance understanding of the root causes and dynamics of conflict in Lakes State where NPA and Partners are implementing the BREL project. The assessment will also provide strategic roadmap for NPA and Partners to inform effective achievement of outcome # 2 of the BREL project stated above. Additionally, the assessment will identify capacity needs of available traditional leadership structures that will act as agents of change and recommend suitable capacity strengthening opportunities.

Specific Objectives:

- To conduct in-depth conflict profiling, including main actors, analyse the root causes and examine dynamics of local conflicts and the extent it affects women, men, girls and boys who are beneficiary targets of the BREL project.
- To map out conflict hot-spots and current conflict drivers that inhibits the effectiveness of locally / community-based conflict management mechanisms for communities in lakes State (Wulu, Cuiebet, Rumbek Centre Rumbek East)
- To identify traditional leadership structures in lakes State (Wulu, Cuiebet, Rumbek Centre and Rumbek East), determine their capacity needs and recommend tailored capacity building support.
- To identify potential synergies and opportunities for mainstreaming peace building and conflict resolution within the scope of current programs and approaches, potential entry point/roadmap for mainstreaming peace building into the NPA programs.
- To assess the constraints and factors that affect community groups especially men, women and youth in accessing available natural resources and advice on how this can be peacefully addressed

METHODOLOGY

The desired methodology for conducting this survey is participatory approach involving stakeholders (BREL Project beneficiaries and staff, various community groups, local authorities, humanitarian actors present etc.) during the process of data collection. The consultant will however provide leadership and bear responsibility for the process, the findings, the comments and the content of the final document. The methods of data sources are mainly qualitative and include desk research, Key Informant Interviews, focused group discussions and observations. The design and implementation of the survey must also ensure that principles of gender equality, inclusion and non-discrimination are considered and acted upon throughout, and that the meaningful participation of the most vulnerable groups and other key stakeholders is promoted in the design and implementation of the study.

SCOPE OF WORK

The scope of the assessment is limited to collecting relevant within target counties in Lakes State.

To accomplish the scope of work, the consultant will perform the following duties:

SCOPE OF WORK	EXPECTED DELIVERABLE
i. Hold a consultative meeting with staff and management of NPA in Juba, implementing staffs at field level and other key stakeholders including relevant government departments	INCEPTION REPORT
ii. Work with NPA staffs to develop questionnaires, prepare the sample size, identify and train the survey enumerators on conducting and facilitating interviews and discussions.	DATA COLLECTION TOOLS <i>(Qualitative data collection tools)</i>
iii. Holding Focus group discussions (FGDs) and Key informant interviews (KIIs)	RAW DATA <i>(Qualitative data presented in words documents for possible future use).</i>
iv. Validation workshop with NPA (RD and CS program Staffs) including key stakeholders relevant government	PRELIMINARY REPORT

<p>departments from field office in Rumbek, Yirol and at Juba office upon completion of data collection processes.</p>	
<p>v. Preparation of a detailed CONFLICT SENSITIVE PROGRAMMING REPORT of not more than 30 pages. The report should contain very clearly detailed values linked to the Main Objectives and the intermediate Objective of the study with a table detailing these values presented in a matrix should form part of the executive summary in the report.</p>	<p>FINAL CONFLICT SENSITIVE ASSESSMENT REPORT <i>(Including list of Annexes)</i></p>

Reporting:

The consultant will be required to report on regular basis to the Rural Development Program Manager or his designate or to the NPA M&E Coordinator/ project Coordinator on the progress of the survey, which will have the overall responsibility of the survey.

Responsibilities of the Consultant:

The consultant is required to perform the following tasks:

- Recruitment of Survey Enumerators: (M&E Coordinator and the project team leader will provide additional support on this during the survey exercise)
- Prepare the sample of the survey: (this will be reviewed and approved by the NPA M&E Coordinator)
- Conduct survey enumerators training for participants: (consultant to provide relevant training materials/ handouts)
- Coordination and supervision of data collection in target locations
- Checks for data quality conducted throughout the data collection period, data entry and final data cleaning
- Completed data collection for target locations produced
- Conduct data Assessment and draft report write up
- Collation of inputs from relevant programme staff, finalization of recommendations
- Produce the finalized CONFLICT SENSITIVE PROGRAMMING REPORT
- Provide all annexes (HH Data sets, KII/FGD data and analysis Sheets)

Responsibilities of The Norwegian's People Aids- NPA

The Norwegian's Peoples Aid will be responsible to;

- Provide payment and cover other necessary cost with the survey enumerators.
- Provide/ assigned staffs (M&E Coordinator and the project Team Leader in the field) for coordination and planning of the survey
- Provide vehicles to facilitates the data collection processes
- Provide logistics support (flights/ transport to and from field location) and accommodation
- Provide population data for sampling for the target location
- Provide review to questionnaires (installed into the tablet/ smart phones) by the consultant
- Provide survey enumerators training materials (flip chart, note books, marker pens, projector and training space)
- Facilitates the piloting of developed tools/questionnaires after enumerators' trainings.
- Provide relevant security briefings and organize relevant travel permits if required.

Conditions of Work:

- During the period of this job, the consultant will be based in NPA Field office or Accommodated in Hotel by NPA with frequent travel to field locations for data collection supervisions and monitoring. He will be

asked to overnight in the far counties of the target project sites under NPA cost if in hotel and or in NPA guest house.

- The consultant will be required to abide by NPA security procedures and other relevant policies, e.g. Code of Conduct, Conflicts of Interest, which are outlined in the contract for this Job.
- All raw data collected and reports generated will remain the property of the Norwegian Peoples Aid- NPA and the consultant will have no any rights of ownership after the end of the survey.

Time Frame:

- This assignment will last approximately for **30** days starting from 7th Dec 2020- 9th Jan 2021 (*Excluding 3days for Christmas break and 1day for new year*)
- The timeframe assumes data collection with electronic handsets, and as such does not include time for data entry.
- For applicants intending to propose data collection using paper questionnaires please indicate this clearly in the proposal document.
- The overall work should be completed in not more than **30** days including the final approved report for the baseline.
- The consultant is expected to accomplish the task in the period provided below;

Tentative Breakdown of Days- 30_Days Including Weekend

Assessment Location (Cueibet, Wulu, Rumbek Center and Rumbek East)

TIME PERIOD	ACTIVITY	LOCATION
7 th Dec 2020	Consultant arrives in South Sudan (if International Consultant) Meeting with NPA Staffs, CD, PM and projects Staffs	Juba
8 th Dec 2020	Consultant travel to Rumbek- Meeting with staffs and stake holders	Rumbek
9 th Dec 2020	Data Enumerators training in Rumbek Centre	Rumbek. C
10 th Dec 2020	Data Collection in Rumbek Centre	Rumbek. C
12 th Dec 2020	Consultant travel to Cueibet- conduct Data enumerators training in accessible payams and deploy enumerators to field	Cueibet
13 th Dec 2020	Consultant Collect Qualitative Information in Cueibet	Cueibet
14 th Dec 2020	Consultant travel to Rumbek Centre- collect Qualitative Data	Rumbek. C
15 th Dec 2020	Consultant travel to Wulu- conduct Data enumerators training in accessible payams and deploy enumerators to field	Wulu
16 th Dec 2020	Consultant Collect Qualitative Information in Wulu	Wulu
18 th Dec 2020	Consultant travel to Rumbek East- conduct Data enumerators training in accessible payams and deploy enumerators to field	Rumbek. E
19 th Dec 2020	Consultant Collect Qualitative Information in Rumbek East	Rumbek. E
21 st Dec 2020	Consultant return to Juba	Juba
22 nd Dec 2020	First Draft- Preliminary report/ findings shared with Juba staffs- CD, PM and project coordinators	Juba
23 rd Dec 2020	Consultant Return to country of origin (If International Consultant)	Home
9 th Jan 2021	Final Approved Report (Both Hard copy and soft copy shared with NPA) - after finalization of review and comments	Juba

Qualifications and Experience:

Required:

The successful candidate should:

- Have an advanced university degree or the equivalent, with advanced education in Peace Building Studies, Development studies, Statistics, M&E, qualitative and quantitative research studies with at least 3years of

experience in conducting similar research for Conflict Sensitive Programming studies, with a specific competency in humanitarian emergencies setting.

- Have significant experience in undertaking surveys using quantitative and qualitative methods (Design and Methodologies, data collectors' recruitment and training, field supervision and data Assessment/write up).
- Able to work in difficult and hostile environment
- Have experience in negotiating tangible ideas with opposing parties
- Able to manage work stress while keeping high performance
- Able to travel long distant in rough roads with minimal nutritional support
- Able to facilitate these activities remotely in case of travel ban due to COVID-19
- Be fluent in English with excellent writing and presentation skills
- Experience in conducting trainings with COVID-19 measures
- Experience/exposure to similar contexts

Desired:

- Previous experience in South Sudan of similar job is added advantage
- Due to COVID19- A south Sudanese Registered Firm is added advantage

All applicants should include the following:

- Technical proposal: The technical proposal should include;
 - Brief explanation about the lead and associate consultants with particular emphasis on previous experience in this kind of work
 - Understanding of TOR and the task to be accomplished
 - Proposed methodology
 - Draft work/implementation plan
- A written submission on understanding of TOR, methodology / approach the consultant will use; time and time-bound activity schedule, financial issues (budget, number of people he/she will hire, costs per activity line – people, logistics etc.)
- Organizational (if it is a company applying) or personal capacity statement (if it is an individual that will hire data collectors)
- Resume and 3 references

The Evaluation Criteria are Base on Technical & Financial Criteria:

- Known reliability in delivery of timely and quality services
- Relevant field/ country experience
- Relevant sector specific technical experience & qualifications
- Relevant monitoring and evaluation experience
- Cost/ budget

Submission

Interested applicants should submit application by email to rss-tenders@npaid.org

Or hand delivery to the NPA South Sudan Head Office, Martyrs Street (opposite UNICEF) Juba, or to NPA Rumbek, Yirol and Bor Field Offices.

Applications submitted after 5:00PM on Friday 27th November 2020 will not be considered.

Note: For the purpose of urgency, applicant will be reviewed on daily basis and NPA reserves the right to terminate this advert before the stated deadline.

Due to travel restrictions linked to the COVID-19 pandemic, preference will be given to consultants who are in country and can start the assignment as soon as is possible.