



## **Building resilience through gender and conflict sensitive approaches to education, skills development and sustainable livelihoods in South Sudan**

### **Terms of Reference**

#### **Conflict Analysis**

November 2021

#### **BACKGROUND**

With Swedish development assistance funding, Oxfam is implementing the “Building Resilience through gender and conflict sensitive approaches to education, skills development, and sustainable livelihoods in South Sudan” project which has started in July 2021 to May 2025 in Juba, Rumbek and Pibor.

The project overall aim is to Improve resilience through gender and conflict sensitive education and skill-based solutions for sustainable livelihoods among the target girls, boys, women and men. This will be done through:

1. Ensuring that conflict-affected adolescents, youth, women and men have improved knowledge and skills through safe, quality and gender responsive education and skills development and
2. Strengthening inclusive participation and gender responsive local leadership to ensure resilient education systems and sustainable livelihoods.

The project is going to be implemented in coordination with local partners (including with others to be identified): National Education Coalition (NEC), Serving and Learning Together (SALT) in Pibor, Disabled Association for Rehabilitation and Development (DARD) in Rumbek, amongst others.

In late 2019, Oxfam undertook a Gender and Conflict Analysis exercise in Pibor, with a view to informing Oxfam’s partnerships and programming. In light of the changing humanitarian situation, including displacement patterns, recent inter-communal violence as well as flooding (and expected future flooding) and the current food security situation, Oxfam is looking for a consultant to undertake a conflict analysis to identify dynamics and trends, as well as emerging opportunities or challenges to inform Oxfam and partners project intervention under the Sida project (and more broadly) in Juba, Rumbek, and Pibor.

#### **PURPOSE AND OBJECTIVES**

##### **Purpose:**

The key purpose of this consultancy is to undertake a conflict analysis to increase the project’s understanding of the causes and dynamics of conflict(s) in areas where the project will operate in Juba, Pibor, Rumbek as well as its impact on Oxfam and partner operations. The analysis will provide input and

will shape how the project effectively engages in conflict sensitivity/Do No Harm programming at the community level that are within the scope of the project. It will also help better understand relevant conflict dynamics from a gender perspective. In addition to that the analysis will identify the capacity gap and capacity building needs within Oxfam and its partners for delivering effective conflict-sensitive programming in the targeted locations.

**Specific Objectives:**

- To conduct a context analysis and analyze the potential effect of the conflict at national and subnational level on Oxfam and its partners program delivery and its consequences on its target group specially, women, girls, men and boys. The analysis will provide a detailed analysis of the conflict related factors, including the relationship to climate change and floods, and with key recommendations on minimizing the effect of those factors and ways forward on how the project can be further improved to better respond to the emerging needs of the external context;
- To review the conflict dynamics, hotspots, and trends in conflict drivers and triggers, key players and the effect on the community at national, states and in the project locations;
- The analysis will ensure a better understanding relevant to conflict dynamics from a gender perspective and at the level of programme implementation;
- Deepen understanding of the effectiveness of Oxfam's conflict sensitivity approach and to ensure that its programs do not exacerbate the current conflicts and any way; through analysis of the current approach and recommendations for addressing the gaps including identification of the entry point;
- To identify potential synergies and opportunities to inform mainstreaming conflict sensitivity and interventions reinforce or support social cohesion, reduce triggers of violent conflict, and to begin to address structural causes of conflict within the scope of current programs and approaches;
- To map the current capacity and assess the training needs of Oxfam staff and partners for conflict-sensitive program delivery based on the Do No Harm principle, that can impact positively on the current conflict;
- Identify and train the staff on a tool for integrating conflict analysis into the project within reasonable frequency and based on the requirements of the project.

**Scope:**

The consultancy work will be focused on; in-depth examination of the conflict, its characteristics, causes and dynamics, its impact on the project and its target groups, identify potential opportunities for conflict-sensitive/peace-building initiatives within the current programs. Including the organization capacity assessment and the training needs analysis for design and delivery of a conflict-sensitive programming, with comprehensive conflict analysis report. The analysis will be carried out in Juba, Pibor and Rumbek.

**METHODOLOGY**

A detailed methodology, including the design of data-collection tools and formulation of specific questions will be developed by the consultant. But it is expected that the consultant will carry out the analysis

according to the ToR and will include necessary tools and exercises to meet study objectives. Some of these tools and areas of enquiry include, but are not limited to, the following:

- Desk research including a secondary literature review of existing conflict analysis undertaken by Oxfam (such as Gender Analysis of Pibor) and other actors, as well as other relevant documentation and project documents;
- Conduct Key informant interviews and Focus Group Discussions as relevant including consultations with Oxfam staff, local authorities; traditional leaders and religious leaders, elders, and chiefs; women from across the community; young people (male and female) from across the community; IDPs and refugees; partner organizations; and other INGOs, UN, and national NGOs/civil society actors present.

The consultant will draw on relevant existing tools as appropriate, including if relevant Saferworld's gender analysis of conflict toolkit<sup>1</sup>.

The Sida Programme Manager will be responsible for overall management of the assignment and will be responsible to facilitate and utilize the work of consultant for the analysis. For broader discussion and deeper analysis, a reference group consisting of the Area PMs in Pibor and Rumbek, IBIS staff, or staff from other relevant units will be established and will be engaged and convened as per the needs for discussion, ideas and suggestion during the analysis period.

## **OUTPUTS AND DELIVERABLES**

- Inception report containing a detailed conflict analysis methodology with accompanying analysis workplan and data collection tools.
- Presentation of the analysis of results and recommendations at meeting with country team, partners, and IBIS colleagues and agree on key actions that can be integrated as part of the project's conflict-sensitivity action plan.
- Comprehensive conflict analysis report that contains an in-depth examination of conflict, its characteristics, causes, dynamics and consequences for women, men, girls and boys (including marginalized groups) at the national and state levels as well as the project locations.  
Including the following:
  - Conflict scenarios and a conflict map that might affect programme delivery and target groups including key recommendation on mitigation and adaptation measures;
  - Assessment report of potential synergies and opportunities for mainstreaming conflict sensitivity and recommendations that can be integrated as part of the project's conflict-sensitivity action plan;
  - Capacity needs assessment report of Oxfam and partner staff with recommendation on the need for specific training and other action required for conflict-sensitive programme delivery to maximize the impact of the project in targeted locations;

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<sup>1</sup> <https://www.saferworld.org.uk/resources/publications/1076>

- Recommendations for tools to make conflict analysis/accessibility assessment as on-going process of the project;
- Gathering of documentary materials relevant to conflict in South Sudan and to the project.

## DURATION AND PROPOSED SCHEDULE

The conflict analysis is expected to take place during December-January 2022 for the duration of 25 days.

No.	Deliverable	Duration
1.	Desk review of relevant data <b><u>Deliverable:</u></b> inception report (including data collection tools)	3 days
2.	Data collection Juba, Pibor, Rumbek	13 days
3.	Data analysis and report write up <b><u>Deliverable:</u></b> First draft study report shared to Oxfam for comments	5 days
4.	Meeting to present the main findings to the country team, partners, and IBIS colleagues and agree on key actions that can be integrated as part of the project's conflict-sensitivity action plan.	1 day
5.	<b><u>Deliverable:</u></b> Final study report based on comments received	3 days

## Payment schedules:

1. 30% upon submission of an **inception report**, 1 week (5 working days) after signing of the contract. This report will outline in detail the key scope of the work and detailed study methodology; data collection tools; a work plan/schedule of tasks designating a team member with the lead responsibility for each task and deliverable (output).
2. 30% at submission of a **draft report** to Oxfam by the consultant.
3. 40% upon submission of **final conflict analysis report** in the agreed upon structure.

## ETHICAL CONSIDERATIONS

The data collection activities involved in this study will be based on ethics of in research principles including free consent, no harm, justice and beneficence. This is reinforced by Oxfam's responsible data handling policy<sup>2</sup>. Considering the risk and sensitivity in culture and context, we will attempt to maintain gender balance in enumerators to ensure and arrangement of same sex speaking to respondents. All respondents will be provided with a consent form. It will describe the main survey objectives, probable time that will be taken, benefits and harm (if any), protection of confidentiality, who will use the data and confirmation of voluntary consent. Respondents will also be entitled to stop responding or participating in the survey at any time during administering of the questionnaire.

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<sup>2</sup> Responsible Data Management (RDM) is about treating the data that we collect with respect and upholding the rights of respondents - people whose data we collect. RDM focuses on treating respondents with respect and dignity and ensuring that we always act in their best interests. [www.oxfam.org.uk/responsibledata](http://www.oxfam.org.uk/responsibledata)

## CONSULTANT QUALIFICATIONS

The conflict analysis consultancy assignment is open to International/national expert consultants, with specialist knowledge and research expertise in conducting conflict analysis. The consultant will have the following experience and qualifications:

- Postgraduate degree in social science, sociology, political science and peace building, or any other related field, PhD level desirable;
- Significant experience of conducting conflict analysis and/or research on conflict and its causes or approaches to conflict transformation;
- Sound theoretical knowledge of development theory and/or experience of project management for an NGO or UN agency in delivering humanitarian and development projects;
- Previous experiences of practicing participatory methods for conducting research and planning;
- Professional experience of working in South Sudan, with a clear understanding of traditional forms of social organization and systems of local governance, as well as official systems of local administration;
- High level of competence in the English language and either of the local languages including Arabic, Dinka and Murle desirable;
- Strong communication skills, with the ability to communicate detailed concepts clearly and concisely both in writing and verbally.

## DOCUMENTATION AND INFORMATION REQUIRED

The consultant should present:

- CV with relevant experience and background for the assignment and the following information
- A technical proposal with detailed response to the TOR, with specific focus on addressing the scope of work and methodology to be used (including the selection of KIIs and FGDs), as well as including a workplan
- Detailed budget indicating consultancy fee per day, all costs included (transportation, accommodation, data collection etc.)
- Two examples of studies/reports similar to this assignment
- Three references, of which one should be related to the work
- The consultant shall submit ONE (01) copy of technical and ONE (01) copy of financial proposal in electronic form or in a single envelope. The technical and financial proposals should be clearly marked and should include the name and detailed contact of the consultant/ firm. All costs should be quoted in USD and will remain valid up to sixty days (60) from the day of proposal submission

The application, including all required information, is to be submitted by email to [jubaquotations@oxfam.org.uk](mailto:jubaquotations@oxfam.org.uk) at the latest by 6<sup>th</sup> of December 2021.