**Terms of Reference (TOR) Protection and Gender analysis consultancy service**

**Background**

South Sudan has registered 2,604+ cases of Covid-19, 30+ deaths, and 80 recoveries. The pandemic increased vulnerability on the people and the population already had multiple displacements from conflicts and natural disaster. As the pandemic continues, protection risks remain a serious concern for the populations and there are significant threats/risks to physical safety, SGBV, disruptions of access to basic services like education, shelter and water due to intense prevention measures imposed. With funding support from GFFO Oxfam is responding to the needs of internal displaced person, returnees and host communities affected by Covid-19 through WASH, Food Security. Gender and protection is mainstreamed in all the interventions implemented to mitigate the effects of the COVID-19 pandemic in Wau, Akobo and Lankien. Oxfam is planning to carry out protection and gender analysis to identify gendered needs and priorities of the affected communities in the target location. The analysis is expected to inform present and future program implementation and will therefore provide practical recommendations based on findings.

**Main objective**

The aim of the assessment is to comprehend general protection and Gender risks/threats and needs caused or exacerbated by COVID 19 on women, men, boys and girl and identify and coping mechanisms for women, girls, boys and men in the affected areas. The analysis will inform current and future Oxfam, partners and other organizations/ humanitarian programmes and advocacy as well as inform the wider humanitarian response and serve as evidence base for future proposals.

**Specific objectives**

1. To identify differing gendered impact of needs, capacities and coping mechanisms, relations and roles.
2. To have general understanding on protection risk/threats resulting from Covid-19 for mitigation.
3. To identify existing context and opportunities for increasing community voice, participation and empowerment for women, men, boys and girls.
4. To assess the prevailing gender dynamics and their impacts to provide practical recommendations for Oxfam.
5. To identify existing gaps and access actions to be taken in order to prevent and respond to GBV in the targeted locations.
6. To assess capacities of duty bearers (government, international organizations and UN agencies, international and national NGOs and grass-root CSOs) in responding and addressing GBV and protection needs.
7. To assess direct and indirect COVID 19 related economic gender disparities.
8. To assess trends related to women and girls access to health and WASH facilities during the COVID 19 pandemic.

**Methodology**

Two qualitative approaches to data collection will be used:

1. Key informant interviews (KIIs) will be conducted with stakeholders in targeted locations and these will include local government officials, community leaders and aid actors.
2. Focus group discussions (FGDs) will be conducted with community groups (separate discussions will be held for women, girls, boys, men)
3. Desk research data will be collected from past analysis and activity reports by Oxfam and other actors
4. Consultative meetings and Observations with partners and local existing structures
5. Collection of case studies from each site for both protection and gender

**Duration and coverage**

The consultancy assignment is to be completed within 12 twelve working days and will include travel and field visits to the targeted locations - Akobo, Lankien, and Wau (3 days for each site including travel days and 3 days for data analysis and report writing)

**Deliverables**

Detailed Gender and Protection analysis reports for each of the targeted locations (Akobo, Lankien, and Wau) in line with the objectives of the analysis. Further, the reports should provide recommendations detailing key gender and protection issues to consider during the implementation of the project and should also include ‘reflection questions’ for project staff to consider across the project cycle.

**Competencies**

**Functional Competencies:**

* Excellent existing network of contacts and proven ability to builds strong relationships with local authorities in the targeted areas;
* Excellent analytical, negotiating, and communication skills;
* Excellent writing and reporting skills;
* Excellent presentation skills;
* Excellent command of Nuer, English and Arabic languages.

**Required Skills and Experience**

**Academic Qualifications:**

* Social science degree or related relevant academic qualifications
* Certificate in language translation, conflict resolution and peacebuilding will be an added advantage.

**Experience:**

* Proven working experience conducting similar or related assignments in the conflict context in South Sudan.