



## Terms of Reference (TOR)

### Gender Responsive Market Assessment -Yei River County

<b>Position</b>	<b>Gender Responsive Market Assessment Consultant</b>
<b>Reporting To</b>	<b>MERL Coordinator</b>
<b>Location</b>	<b>Yei River County (Lasu, Mugwo, Yei Town, Otogo and Tore Payams)</b>
<b>Project Title</b>	<b>Women’s Micro- businesses and Coalitions for Change: Preventing Sexual and Gender-based Violence in Yei River County</b>
<b>Provisional Time Frame</b>	<b>30 Days</b>
<b>Tentative Start Dates</b>	<b>26<sup>th</sup> May 2025</b>

#### Introduction.

Women for women International is an International (WfWI) with core mission of empowering women impacted by war to rebuild their lives. In South Sudan, WfWI has been active since 2006, the organization has reached over 553,000 marginalized women globally and supporting over 21,000 South Sudanese women facing social and economic challenges mainly through its 12 months flagship program “Stronger Women Stronger Nations”. WfWI received funding from German Society for International Cooperation (GIZ) GmbH for its partnership to support prevention of sexual and gender-based violence in South Sudan.

#### Background.

South Sudan gained independence in 2011 following 22 years of war and a referendum favoring secession from Sudan. Shortly after, in 2013, politically driven violence quickly spread throughout the country. South Sudanese women have experienced multiple waves of war and share some of the highest levels of sexual gender-based violence (SGBV) in the world. In addition to sexual violence being used as a weapon of war by all armed groups intimate partner violence, early marriage, and other patriarchal practices are omnipresent threats to women. Violence against women in all its forms is a barrier to women’s social and economic empowerment and their access to women’s rights.

Women from host communities and those internally displaced and returnees in Yei River County (where this intended project will take place) are disproportionately vulnerable to the effects of long- lasting conflict. Evidence shows that the national security apparatus is unable to provide physical security to women and children, as they lack both financial and human resources. Due to more than 30 years of hostile conflict, droughts, floods, food insecurity, and forced displacement, violence has become a way of life in South Sudan; leaving the citizenry with mostly untreated post-traumatic stress and contributing to the heightened vulnerability of women and girls. Women displaced by conflict often lose their support networks and experience isolation and marginalization, making them even more vulnerable to violence, exploitation, and abuse. In Yei, a nightly curfew is in place to prevent criminal activities during the night and to prevent ongoing conflict between the government and armed opposition parties.

Poverty is a risk factor associated with Sexual Gender-Based Violence (SGBV); it also often intersects with and reinforces gender inequality. Various microfinance and other economic empowerment approaches have been implemented to address this intersection. By concurrently targeting multiple risk factors (such as poverty, trauma, and social norms) associated with violence perpetration, this project has the potential to reduce violence against women in the region. These approaches aim to empower women by increasing their economic resources and reducing gender inequalities in their individual and community-based relationships. Several economic interventions that show promise in targeting individuals and risk factors associated with violence include community-based women-led businesses, programmed that combine savings and lending groups for women and the training of men in SGBV prevention for advocacy purposes.



## Project Description.

The overall objective of partnership for Women's Micro- businesses and Coalitions for Change: Preventing Sexual and Gender-based Violence in Yei River County aims to empower women who often depend entirely on their spouses for financial support by providing marginalized women with financial resources at the household and community levels. With three specific outcomes.

- **Outcome 1:** Marginalized women in Yei River County have improved their livelihoods and resilience through needs-based economic support
- **Outcome 2:** Local women's groups, change agents and male allies in Yei River County have increased confidence and capacity to implement SGBV awareness and advocacy activities
- **Outcome 3:** Women's organizations, change agents and local women's groups participate in advocacy initiatives at the local, county, state, and national level, strengthening their networks and coalitions and foundations for collective action.

**Therefore, the intended Gender Responsive Market Assessment falls under project outcome # 1.** "Marginalized women in Yei River County have improved their livelihoods and resilience through needs-based economic support".

There is a general constrained access of educational or economic opportunities for women in South Sudan. Combined with fragile markets and weak governance due to continued political uncertainty and conflict, this has contributed to many women being uneducated, unskilled and underutilized in terms of their capabilities. Given the existence of politically motivated ethnic tensions, these factors combined threaten to prolong conflict in South Sudan and make it even harder for women to pursue a productive and non-violent future.

The limited and constrained training and education opportunities and marketable skills further exposing households to poverty, limited productive labour. There is an enormous, underutilized potential of talent and skills among women hence the project activities will build on this wherever possible. The project will support livelihoods and entrepreneurship through economic empowerment, business skills and mentorship training, in-kind support, and change agents that leverage on community advocacy to address issues affecting the communities.

This gender-responsive market assessment will help us understand better the needs and tailor training in line with demand to improve on sustainability of the initiative. The activities contributing to the achievement of this result will also focus on ensuring women engaged in income generation and saving as well while strengthen linkages with markets.

## Purpose of the survey.

### Overall objective:

The objective of the survey is to assess the appropriate market-led employment and livelihoods opportunities that exist for men and women, girls and Youth to effectively participate in the market-based livelihoods activities in Yei River County (Lasu, Mugwo, Yei Town, Otogo and Tore Payams). The consultancy will assist by providing recommendations on how WfWI can better target women, girls, youth and men with appropriate and sustainable market led employment and entrepreneurial focused livelihoods activities.

### Specific Objectives.

- To assess the market environment in Yei River County (Lasu, Mugwo, Yei Town, Otogo and Tore Payams). (Central Equatoria state) in terms of product diversity and pricing; available/ main market players, nature and type of traders and customer profiles.
- To identify the accessible and suitable market entrepreneurship and livelihoods opportunities that exist for men, youth and women in the target locations.
- To assess the skills sets and competencies that youth and women require to access the identified enterprises and participate in the market more effectively.

- To assess the gender related constraints/challenges that men and women face in assessing the market and effectively engaging in the market related income generation and enterprise related activities.
- Identify private sector engagement opportunities and key government institutions to support girls and women, men and youth income generating activities and value chains under the different livelihood enterprises.
- To identify and recommend gender sensitive and responsive market-led livelihoods activities or interventions that WfWI can consider for programming.

### Methodology.

The desired methodology for conducting this survey is mixed methods of study through Key Informant Interviews, business surveys with vendors, consumers and institutions, focus group discussions with women who are the prime focus of the project and girls whom we shall scale up to. The methods of data collection should involve qualitative data collection techniques and literature reviews for secondary data and Quantitative techniques. 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 promoted in the design and implementation of the study. However, the consultant must ensure that survey questions and data collection methods should prioritize participant safety and be designed to avoid disclosures of GBV in group settings

### Scope of work.

The scope of the survey is limited to collecting data (household data, KII/ FGD data) which may also include reference to very credible secondary data sources relevant to the study objectives within the target County. To accomplish the scope of work, the consultant will perform the following duties:

S/No.	Scope of work	Expected Deliverable
1.	Hold a consultative meeting with staff and management of WfWI in Yei and other key stakeholders including relevant government departments of Agriculture, trade, commerce and rural development and the GSC MERL and program team.	Inception Report
2.	Work with WfWI staffs to develop questionnaires, prepare the sample size, identify and train the survey enumerators on use of Mobile Data Collection tools (Tablets/ smartphones), survey questionnaires and methodology) or the paper-based questionnaire where applicable.	Data collection tools (Qualitative and Quantitative data collection tools)
3.	Field data collection. Holding Focus group discussions (FGD), Key informant interviews (KII) and conducting household interviews through use of household questionnaires with project direct beneficiaries and stakeholders (including all local women's groups, community leaders and service providers).	RAW DATA (Quantitative data presented in the form of analyses excel sheet where quantitative data has been collected and qualitative data presented in word documents).
4.	Validation workshop with WfWI (MERL and program Staffs) including key stakeholders relevant government departments in Yei upon completion of data collection processes.	Preliminary Report

5.	Preparation of a detailed Gender Responsive Market Assessment Report of not more than 40 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.	Final Gender Responsive Market Assessment Report (Including List of Annexes)
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### Reporting.

The consultant will be required to report on a regular basis to the MERL Coordinator or his designate or to the Program Manager/Associate keeping in copy the Associate Director, Economic Empowerment on the progress of the survey.

### Responsibilities of the Consultant

The consultant is required to perform the following tasks:

- Recruitment of Survey Enumerators: (The MERL Coordinator and the project team leader will provide additional support on this during the survey exercise)
- Prepare the sample of the survey tools: (this will be reviewed and approved by the WfWI MERL Coordinator)
- Conduct survey enumerators training: (consultant to provide relevant training materials/ handouts)
- Where he or she planned to use mobile data collection exercise. Training in the use of Mobile Data Collection tools (Tablets/ smartphones), survey questionnaires and methodology
- Coordination and supervision of data collection in target location
- Check for data quality throughout the data collection period, data entry and final data cleaning.
- Conduct data analysis and draft report write up.
- Collation of inputs from relevant program staff, finalization of recommendations
- Prepare and present a PPT of findings for validation by WfWI staff and trainers
- Produce the finalized Gender Responsive Market Assessment Report

### Responsibilities of WfWI

Women for Women International will be responsible to.

- Provide payment and cover other necessary costs with the survey enumerators.
- Provide/ assigned staff (MERL Coordinator, MERL Officer and the Program Manager) to help in coordination and planning of the survey
- Provide vehicles to facilitate data collection processes
- Provide logistics support (flights/ transport to and from field location where the consultant is not resident of Yei) and accommodation while in Yei
- Provide population data for sampling for the target location
- Review and approve questionnaires both word and online version (installed into the tablet/ smart phones) by the consultant
- Provide survey enumerators with training materials (flip chart, notebooks, marker pens, projector and training space)
- Facilitates the piloting of developed tools/questionnaires after enumerators' training.
- Provide relevant security briefings and organize relevant travel permits if required.
- Provide Smart Phone and ensure that tablets are charged fully for data collection

### Conditions of the work.

- During the period of this job, the consultant will be based in Yei and Accommodated in Hotel by WfWI with frequent travel to field locations for data collection supervision and monitoring.
- The consultant will be required to abide by WfWI security procedures and other relevant policies, e.g. Code of Conduct, Conflicts of Interest, safeguarding which are outlined in the contract for this Job.



- All raw data collected, and reports generated will remain the property of the Women for Women International- The consultant will have no rights of ownership after the end of the survey.

#### **Timeframe.**

- This assignment will last approximately for **30** days starting from **26<sup>th</sup> May -4<sup>th</sup> July 2025**.
- 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.

#### **Expected outputs**

- Produce and share an Inception Report
- Design and share data collection tools
- Produce and share preliminary report
- Present and share the power point preliminary result to WfWI staff
- Produce and share final report
- Share all materials produced during the consultancy duration with WfWI designated staff.

#### **Qualification and Experience.**

The successful candidate should:

- Master's degree in management, agriculture, social sciences, business administration, economics, socio-economic development, financial management or other related fields.
- Minimum of 5 years of relevant field experience in market system and value chain analysis and assessments.
- Demonstrated experience in conducting assessments for planning and/or evaluation purposes.
- Familiarity with established assessment and analytical tools is desirable (e.g. Value chain analysis, Market systems analysis, etc.)
- Be familiar with the use of mobile data collection tools (MDC) and able to upload and manage cloud data as required by the organization.
- Familiar with statistical data analysis tools such as SPSS, Stata
- Experience in conducting in depth sector /cluster/value chain analysis in selected sectors
- Experience working with multidisciplinary multicultural teams
- Ability to work under pressure and meet hard deadlines
- Demonstrated excellent analytical, writing and reporting skills
- Excellent communication skills
- Fluency in spoken and written English.
- Fluency in Juba Arabic and Bari/Kakwa is an added advantage

#### **Desired**

- Previous experience in South Sudan or East Africa region in a similar capacity will be an added advantage.

#### **All applicants should include the following:**

- Technical proposal: The technical proposal should include the below listed.
  - Brief explanation about the lead and associate consultants with particular emphasis on previous experience in this kind of work -attach bios or CVs for each
  - 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**

All applications must be submitted in English to: The **People Capacity and Culture Coordinator** WfWI Country Office on Morris Lowiya Ezekiel Street Next to EPC in Sobe, Yei River County by email [sosudanjobs@womenforwomen.org](mailto:sosudanjobs@womenforwomen.org), keeping in copy Laki Solomon [gsolomon@womenforwomen.org](mailto:gsolomon@womenforwomen.org), Sirisha Bhadriraju [sbhadriraju@womenforwomen.org](mailto:sbhadriraju@womenforwomen.org) and Sabreen Alikhan [salikh@womenforwomen.org](mailto:salikh@womenforwomen.org) **Deadline: Tuesday May 20<sup>th</sup>, 2025, before 5:00 pm. Applications submitted after 5:00PM on Tuesday 20th will not be considered**

**Note: For the purpose of urgency, applications will be reviewed daily and WfWI reserves the right to fill this advert before the stated deadline.**