

## Terms of Reference

### Research on Harmful Masculinities and their Effect on Women, Girls and Boys

#### Introduction

Oxfam with the support of the Danish International Development Agency (DANIDA), is implementing a multi-year project "Rights and Resilience Response for Crisis Affected Communities in South Sudan". The overall objective of the project is to ensure vulnerable, and crisis affected people in South Sudan, particularly women and young people, live resilient and peaceful lives in the face of conflict and climatic shocks and disasters and are able to advocate for and enjoy their rights. The project is addressing these through three main pillars of action:

1. Strengthening accountable governance and improve capacities of local actors and crisis-affected communities to reduce conflict, influence locally relevant education systems and enhance inclusive peacebuilding processes.
2. Access to life-saving humanitarian assistance and resilient/ sustainable livelihoods by Vulnerable conflict and disaster-affected internally displaced people and host communities.
3. Strengthening capacities of local partners and groups (including local women and youth led groups) to be able to assess, manage and be prepared in the face of conflict and disaster risks and develop plans to address them.

#### Objective of the assignment

The research is a part of the implementation of the project and the findings will inform project advocacy and awareness activities and will also be useful to the wider stakeholders, with recommendations to inform future design, programming and response. The overarching objective is to generate evidence for humanitarian programming and identify entry-points for gender-transformative humanitarian action

#### Specific Objectives

1. Analyse what 'harmful masculinity' means, and how it is manifested and perpetuated in the selected project locations.



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2. Analyse how harmful masculinity affects the types and prevalence of gender inequalities, unequal power relations and violation of rights in both the public and private sphere, including gender-based violence and the forms it takes.
3. Explore knowledge and attitudes of women and young men in the communities towards gender equality and GBV.

### Areas of inquiry

1. Gender roles centering on roles and responsibilities, as well as elements of idealized constructions of femininities and masculinities in contexts of community tensions.
2. Changes in gender norms: how women and men of different ages are expected to behave and act in the community to be respected and what happens if they do not conform. Particular emphasis lay on age differentiations and prevailing social norms and practices.
3. What do masculinities mean in the context of the communities, how are they manifested and perpetuated.
4. Perceptions on gender equality and gender-based violence, centering on the attitudes, practices and beliefs that perpetuate gender inequality and gender-based violence at household and community level.

### Geographical Coverage

The research will be conducted in the selected project locations in the following:

Jonglei State	Lakes State
Pibor County in selected project locations	Rumbek County in selected project locations

### Research Methodology

The research methodology should be based on feminist research principles and ethics. The methodology should also include use/adaptation of Oxfam's rapid care analysis, women empowerment framework or other evidence-based frameworks. All research tools should be co-created with Oxfam and partners. As such, the research methodology should include (but not limited to): secondary data and literature review, primary data collection, data collection tool development, and recruitment and training of data collectors and/or facilitators.

### Responsibilities of the Consultant





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- Carry out a desk review of different resources including but not limited to the existing literature of the research areas at local, state and national levels.
- Develop an inception report that outlines the detailed analysis design, methodology, data analysis framework, ethical considerations, work schedule and milestones, data collection tools etc,
- Translation of data collection tools and data as required
- Facilitate recruitment and orientation of data collectors /surveyors and pre-testing of the data collection tools as needed.
- Co-ordinate collection of data ensuring safety and security of both data collectors and participants in consultation with Oxfam and Oxfam partners
- Data entry and cleaning.
- Data analysis based on approved analytical framework.
- Develop and submit first draft research report and debrief Oxfam team. The report should be comprehensive and provide detailed and specific findings in each focus area per location.
- Submit the final draft report to Oxfam, the raw data, and the data base which has been cleaned (both quantitative and qualitative including original notes), Oxfam has the sole ownership of all final data, and any findings shall only be shared with the permission of Oxfam.
- Present the findings of the research and receive inputs, feedback, and amend accordingly.
- Incorporate the inputs and submit the final report signed.

### Responsibilities of Oxfam

- Oxfam will pay for field data collection costs such as flights, accommodation and meals for the consultant as well as provide transportation, refreshments/snacks and required support for the data collection. I.e., communication and planning in advance by bases taking into account the number of vehicles needed to move Consultant and his/her staff to the sites for data collection.
- Provide all the necessary documents and support letter for data collection if necessary.
- Facilitate agreement and payments for the consultant
- Provide orientation for the consultant and data collectors on safeguarding requirements, resources, and contact information as well as the Oxfam staff code of conduct.
- Quality check of the process and final deliverables of the research including constructive and timely feedback (48-hour review of the draft report), active participation in the action planning, and collaboration as required.





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### Research management

The consultancy will be managed by Christine Lundambuyu (Senior Gender Justice Coordinator, Oxfam South Sudan) who will be responsible for managing the research process and will be the primary point of contact. The commissioning manager is Wycliffee Kyamanywa (Program Manager, Oxfam South Sudan). The consultancy will also be coordinated with other Oxfam colleagues who will be providing technical review and support.

### Expected deliverables and payment schedule.

The consultancy is proposed for a total number of 35 working days within the period of July 2024 and August 2024.

- 25% of the contracted amount will be paid upon submission of agreed inception report that outlines the detailed analysis design, methodology, data analysis framework, ethical considerations, work schedule and milestones, data collection tools etc,
- 75% of the contracted amount will be paid upon submission of final research report, report summary, power point presentation of research findings, the raw data, and the data base which has been cleaned (both quantitative and qualitative including original notes). Oxfam has the sole ownership of all final data, and any findings shall only be shared with the permission of Oxfam.

### Qualification of the Consultant (s)

- An advanced degree in gender, development studies, social sciences, and related studies with proven experience in gender related research.
- Demonstrated experience and understanding of feminist research methods, especially participatory methods
- Must have 5 years' experience in leading similar assignments and demonstrated experience.
- Demonstrate knowledge, skills and experiences of gender, and related issues.
- Demonstrated experience using participatory visual methods
- Strong interpersonal and communication skills
- Experience in undertaking research to develop awareness raising programming an asset
- High proficiency in written and spoken English language.
- Gender balanced team for data collection.

### Mode of Applications

Interested applicants should submit the following:





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- Cover letter indicating why they are interested in this assignment and how your experiences fit for the assignment.
- Technical proposal outlining understanding of TOR and the task to be accomplished, proposed methodology and draft work plan
- Financial proposal in separate documents
- Two References
- Resume /CVs of the core team members including team lead/lead consultant
- Provide renewed trade license, registration certificate, TIN registration certificate.
- Interested consultants should submit their proposal within 10 working days from the announcement and please use the below address and apply in person.
- **Deadline for submission of applications is 06 Aug 2024**

Applications to be sent to [JubaQuotations@oxfam.org.uk](mailto:JubaQuotations@oxfam.org.uk)

ToR prepared by:  
Christine Lundambuyu  
Gender Justice Coordinator  
June 2024

