



Funded by the European Union

Call for expression of interest to undertake consultancy assignments for DCA and partner implemented project, funded by the European Union titled: “*The Future is Equal – Empowerment of women in Upper Nile State*”

1.0 Background and Introduction

1.1 Introduction of the Organisation

DanChurchAid (DCA) is a decentralised Danish NGO, which primarily works with both local and international NGO partners, and it is a strong member of international networks/alliances including churches. DCA's headquarter is in Copenhagen and has offices in 16 countries worldwide but supports projects/programmes in at least 25 countries. It seeks to assist the most marginalised populations through its four thematic programme types in South Sudan, namely, Active Citizenship, Right to Food, Humanitarian Response and Humanitarian Mine Action (HMA). Advocacy, right based approach (RBA), Nexus and Gender are its added value strategies in all interventions to address DCA global goals of Save Lives, Build Resilience and Fight Extreme inequality.

DCA works with local communities and is increasingly involved in building the capacity of partners, communities, and local government institutions as well as its own staff. DCA's South Sudan regional office is based in Juba and implements programmed through its partners in Jonglei, Upper Nile, Eastern Equatorial, Unity and Central Equatorial states.

1.2 Background for Consultancy

This term of reference for the consultancy outlines the terms of engagement for an independent consultant/firm to develop and carry out a project baseline and end line survey, conduct the data analysis, and reporting for the two surveys. The TOR is broken down into 2 annexes for the different assignment to be carried out by the consultant namely, baseline and end of project evaluation.

1.3 Introduction of the Project

The Future is Equal – Empowerment of women in Upper Nile State is funded by the European Union, and throughout this project DCA and its local partner AADO will implement an integrated approach to promote women's economic, political, and social empowerment at the local level in Ulang and Longechuk counties in Upper Nile State in the Northeast of South Sudan. The selected locations are among the most volatile areas of South Sudan, with specific challenges related to high rates of human rights violations and gender-based violence (GBV), including rape. Women and girls are the primary stakeholders of the action and will take on a leading role in the implementation and design of the action, taking charge of their lives and claiming equal rights, with continuous support through the proposed action. Men and boys will be engaged significantly, especially through the Engaging Men in Accountable Practices (EMAP) approach to facilitate attitude change towards women and girls. The engagement of influential stakeholders will further increase ownership of the change in attitudes and result in a significant reduction of use of harmful traditional practices. In addition, the action will aim to provide support to GBV service providers, including psychosocial support (PSS) providers, legal and paralegal service providers as well as medical facilities and actors providing clinical management of rape (CMR). Coupled with this are strengthened social support structures within the already existing social spaces in Village Savings and Loans Associations (VSLAs), producer groups and GBV committees, which will reduce the culture of silence around gender injustice and provide support for those affected. The action

envisages the final beneficiaries and engaged stakeholders of the action as future shapers of attitudes, practices and behaviours of people, advancing gender equality using the structures established through this action. By continuing to address expressions of toxic masculinity like GBV and violence against women and girls (VAW/G) within the targeted communities and beyond and offering response services within the referral pathway, final beneficiaries will contribute to nurturing a culture of intolerance to gender inequality.

1.3.1 Project Goal:

The overall objective of the action focuses on empowering women and girls in South Sudan, specifically in Ulang and Longechuk Counties of Upper Nile State, who have been facing marginalisation and limitation as a result of a highly patriarchal and traditional society. This action will serve as a contribution to the promotion of women's economic, political and social empowerment at the local level, with specific attention to those in the most vulnerable situations.

Overall objective indicators

- % of women with increased economic independency, control over household assets, decision-making power at household level and time savings
- % of women and older adolescent girls who are enjoying equal decision-making power in political and civic structures at the local level
- % of women, girls, men and boys with improved attitudes toward women's and girls' empowerment

1.3.2. Project expected outcomes and outputs:

Outcome 1: Targeted communities demonstrate increased gender equality and awareness of harmful behaviour and social norms

- *Output 1.1: Men and boys trained on Engaging Men in Accountable Practice (EMAP) approaches and especially with focus on change of attitude and behaviour towards women and girls*
- *Output 1.2: Community members made aware on general concept of GBV including women and girls' rights within the community through awareness raising sessions*

Outcome 2: Economic capacity of targeted women and girls through entrepreneurship skills and vocational training is enhanced

- *Output 2.1. Women and older adolescent girls trained on entrepreneurship skills/ economic empowerment*
- *Output 2.2. Women and older adolescent girls trained on practical vocational skills*

Outcome 3: Trained women and older girls' take on leadership roles and actively participate in community decision-making processes

- *Output 3.1. Women and older girls trained on leadership skills and decision-making roles within the community*

Outcome 4: Access to quality and timely services for GBV survivors within the targeted communities is improved

- *Output 4.1. Case workers from the partners' implementing response services trained on psychosocial support, case management and data protection to handle GBV survivors*
- *Output 4.2. Community members (Chiefs, women's leaders, police, paralegals) trained on national legal framework on GBV legal process and access to justice for GBV survivors*
- *Output 4.3. Medical practitioners trained on Clinical Management of Rape (CMR)*
- *Output 4.4. Community leaders (religious, traditional, youth and women leaders, Boma chiefs, Payam Administrators and NGO partners) trained on GBV Basic concepts for good coordination, referral pathways and networking*

2.0. Purpose of the Consultancy

DCA would like to contract one independent consultant/firm to undertake the two listed assignments exclusively. These external processes will consist of qualitative and quantitative data collection, contextualised by inclusion of consultations, KIIs and FGDs with stakeholders, beneficiaries and community members. Triangulation through secondary sources will further add to the complete picture to put findings and recommendations into context. DCA and partner will support in logistical support during the assignment. The consultant undertakes the technical assignments as stipulated in the two separate TORs for the baseline and endline described below:

2.1. Baseline Survey

The baseline survey's overall purpose is to establish the pre-project conditions in the targeted intervention areas from which a comparison can be made for the purpose of monitoring and evaluating the intended goal and outcomes of the action. The baseline is also intended to collect data to be used to benchmark performance of the project in line with its objectives. For the baseline, the consultant will develop the tools for baseline data collection, lead the data collection process and conduct analysis and reporting, guided by the project logical framework to track project indicators and targets to establish baseline values. Prior to the baseline, the results should be assessed from an evaluation perspective. If need be, the baseline results will be used to inform revision of the project indicators. It will also establish and validate the evaluation approach with a robust and detailed methodology that will form the foundation for the final evaluation. In addition, the baseline will enable DCA, its partners and its donors to capture any unforeseen issues that will be vital to enable the smooth implementation of the project.

The survey methodology will clearly outline a sample design and sample size calculation that incorporate considerations of age, gender, diversity, and methods of analysis.

2.1.1. Deliverables

- Inception report
- Presentation of first draft
- Baseline report

See Annex 1 for details on specific outputs for the baseline.

2.2 End of Project Evaluation

The purpose of the evaluation is to demonstrate how the project achieved its intended objectives and determine what changes it brought to the target communities. The evaluation will be conducted at the end of the project in 2023.

2.1.1. Deliverables

- Inception report
- Presentation of first draft
- Evaluation report

See Annex 2 for details on specific outputs for the evaluation.

DCA will share the detailed Logical Framework with the successful consultant for full consolidation with the objectives of the baseline and end of project evaluation.

3.0 Scope of Consultancy

The project runs for two years from 1st February 2021 till 31st January 2023. This consultancy comprises of number of two assignments to be undertaken at two different time points. The baseline survey is to be conducted in March/April 2021, and the end of project evaluation in January/February 2023.

4.0 Evaluation Management and Values

4.1 Management

- The entire exercise is structured to adopt joint planning sessions with project staff, programme briefings by management staff in line with the logframe, project documents, and the country strategy. Others include focus group discussions, key informant interviews with stakeholders, protection cluster representatives, implementing partner staff and government representatives in each targeted county.
- DCA's Programme Officer (M&E) will be the focal point for the consultancy.
- Using different methods, the surveys are expected to collect relevant data and to triangulate it throughout from different sources and methodologies, thus ensuring greater validity of information. Groups that will provide the required data include NGOs, INGOs, DCA and partner programme staff, community groups, government representatives and special interest groups within the community (such as protection committees, medical staff and community leaders). Secondary data from previous reviews, progress reports, proposals, and other related documents will be considered.
- The consultant shall use the electronic data collection platform KoBoToolbox and KoBoCollect throughout the data collection.
- A debriefing session will be held with the programme staff at the end of field visits. The debriefing sessions will provide a summary of the outcome of the surveys.
- A team comprising of DCA's Head of Programme, Programme Coordinator and Programme Officers, as well as relevant AADO staffs will support the consultant on matters particularly related to the baseline.
- DCA will provide overall operational/logistical coordination for the baseline study.
- Accommodation and transport for the consultant during field work will be catered for by DCA.
- Survey logistics such as translators, car/boat hire, facilitators, office space or training venues, internet will be provided by DCA or its partners.
- DCA will process security clearances for consultants with the respective authorities.
- Domestic travel will be arranged through DCA. However, the consultant is responsible for planning their international flights/visa, if coming from outside of South Sudan.
- DCA will reimburse or meet costs associated with visas and registration.

4.2 Ethical Considerations

Consultant should ensure appropriate, safe, and non-discriminatory participation of all respondents in the survey. This includes obtaining free and informed consent and voluntary participation and ensuring that data is kept in a secure and confidential manner and the anonymity of respondents is protected in the presentation of findings.

- South Sudan is a fragile state with UN security rating of 'grey'.
- Arabic is widely spoken in South Sudan.
- DCA and partners comply with the Core Humanitarian Standards (CHS).
- DCA adheres to Prevention of sexual exploitation and abuse (PSEA) and child protection policies.

Therefore, the consultant must not compromise the values of DCA and will sign the DCA Code of conduct before commencing with any assignment.

4.3 Consultancy Experience:

Below follows a brief explanation of the consultant(s) with emphasis on previous experience in similar work; profile of the consultant(s) to be involved in undertaking the consultancy; proposal for undertaking this assignment as detailed in the ToR is required. A financial proposal including cost estimates for services rendered and daily consultancy fees.

The consultancy must offer expertise with the below essential and desirable profiles and qualifications. A gender balance could enable complete coverage of the different aspects of the consultancy as set out in these terms of reference, including cross-cutting issues.

4.4 Essential:

- Holding a higher university degree in gender studies, statistics, monitoring and evaluation, project planning and management, social sciences, or any other relevant field with over 12 years of experience in gender and protection programming in fragile countries.
- Knowledge on gender and protection programming, community vulnerability, NEXUS, rights-based and participatory approaches.
- Strong understanding of the South Sudan context (specifically the context in Upper Nile State), policies and advocacy work.
- Broad knowledge of humanitarian and development issues, specifically in gender, protection and livelihoods approaches.
- Sound understanding of SPHERE standards, Core Humanitarian Standards and MEAL best practices and approaches.
- Fully conversant with the principles and working methods of project cycle management, humanitarian evaluation methods and techniques, including a thorough understanding of data collection, evaluation methodologies and design, participatory approaches, and strong qualitative and quantitative research skills.
- Experience with evaluations in conflict-affected contexts
- Experience of integrating gender dynamics within participatory data collection.
- Fluency in English, strong analysis, report writing and communication skills.
- Strong analytical skills, ability to clearly present findings, draw conclusions and make recommendations.
- Good interpersonal skills and understanding cultural sensitivities.
- Ability to work under pressure and to meet deadlines.
- Ability to deal with hardship and remote area field work.

4.5 Desirable:

- Experience working in South Sudan or East Africa
- Experience working for the European Union or experience of evaluating projects funded by the European Union.
- Active member of gender and or protection network.
- Knowledge of local languages is seen as an asset.
- Knowledge of South Sudan's COVID-19 situation and measures.

NB: Consultants and Service providers to DCA are subjected to comply with the organisation's Code of Conduct, Child Protection and PSEA policy.

5.0 How to apply.

This is a two-stage process, interested consultants and or firms should submit expression of interest, CVs and cover letter briefly describing how they intend to carry out the work within the COVID-19 context. Only shortlisted consultants/firms will be requested to submit detailed proposals, budgets CVs and past experience of similar work. The expression of interest should be submitted via DCA's online platform on the following link [Consultant Needed for EU Project Evaluation \(danchurchaid.org\)](https://danchurchaid.org). The deadline for submission of expression of interest will be Friday the 12th of March 2021.