



## Terms of Reference

### Development of Education Advocacy Strategy for Oxfam South Sudan

#### 1. Background

Violence and conflict in South Sudan and neighboring countries, as well as climate-related natural disasters (slow-and sudden onset), have resulted in 2.2 million IDPs in South Sudan.<sup>1</sup> South Sudan is facing a dire economic situation, resulting in extreme price fluctuations and a loss of value in the local currency. This could lead to unhealthy coping mechanisms among households, including removing children from school due to the inability to pay fees or buy school supplies. Schools also risk collapsing due to teacher absenteeism and food insecurity. Delayed payments, combined with the loss of value in salaries and a recent decree prohibiting community contributions to teachers and schools, leave teachers without any support. Additionally, there is high levels of gender-based violence (GBV), higher rates of early marriage, and worsening food insecurity. South Sudan has a peace agreement in place (extension beyond February 2023)<sup>2</sup>.

According to reports by the African Union's Peace and Security Department, South Sudan's transitional period was extended by a roadmap endorsed by President Salva Kiir in August 2022. This extension prolongs the transition until February 2025, with elections planned for December 2024 (AU Peace & Security).<sup>3</sup> Also, the UN press releases and OHCHR reports discuss the ongoing challenges in implementing the Revitalized Agreement on the Resolution of the Conflict in South Sudan (R-ARCSS).

<sup>1</sup> OCHA (2023, February 22). *South Sudan: Humanitarian snapshot (January 2023)*. ReliefWeb. Retrieved February 26, 2023, from <https://reliefweb.int/report/south-sudan/south-sudan-humanitarian-snapshot-january-2023>

<sup>2</sup> Human Rights Watch (2022, August 18). *South Sudan: Use peace deal extension for reforms*. South Sudan: Use Peace Deal Extension for Reforms. Retrieved February 27, 2023, from <https://www.hrw.org/news/2022/08/18/south-sudan-use-peace-deal-extension-reforms>

<sup>3</sup> <https://peaceau.org/en/article/report-of-the-field-mission-of-the-peace-and-security-council-to-the-republic-of-south-sudan-conducted-from-22-to-25-february-2023>





These sources highlight the extension of the peace agreement, administrative restructuring, and the need for increased support for education funding at the county level (United Nations Press) (OHCHR).<sup>4</sup>

In addition, the World Food Programme (WFP) halted the distribution of food rations at IDP sites across South Sudan in 2022 due to funding shortages, impacting more than 100,000 displaced people, and significantly reducing food assistance for education programs. This reduction in food aid has adversely affected school attendance rates as many students rely on school-based feeding programs to meet their nutritional needs<sup>5</sup>.

On the other hand, a recent inclusive Education Policy<sup>6</sup> and in 2023 a new TVET and Teacher Education Policy<sup>7</sup> (incl. competency framework) has been developed and launched by the Government. Also, a new National Education Sector Analysis<sup>8</sup> and Strategic Plan has been developed to guide the development of the education systems of the country. Oxfam is committed to support local leadership in education and this process should equally have focus on this.

## 2. Objective of the assignment

To support Oxfam and partners with updating its Education Advocacy Strategy 2020-2022 for South Sudan. The strategy was never systematically implemented and monitored due to COVID 19. However, as the issues in it are still of relevance for Oxfam and partners work today, there is not a need to start from scratch. The

<sup>4</sup> <https://press.un.org/en/2023/sc15219.doc.htm> (6<sup>th</sup> March 2023)

<sup>5</sup> South Sudan: Cash shortage triggers food suspensions for 100,000 displaced

<sup>6</sup> The National Inclusive Education Policy 2020 ([unesco.org](https://unesco.org))

<sup>7</sup> Teacher Education Policy South Sudan – Curriculum Foundation

<sup>8</sup> South Sudan – Education Sector Analysis 2023 | International Institute for Educational Planning ([unesco.org](https://unesco.org))





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approach applied should strengthen Oxfam and partners capacity during the process.

1. To carry out Education stakeholder (internal and external) and problem analysis (internal and external) with focus on existing issues/ aims in Strategy for 2020-22.
2. To support Oxfam and partners to update aims and objectives in earlier draft and further defining what are the main preconditions, or main changes required to achieve the goals? (long-term, medium-term, short-term). *What are the important local and national changes (trends, dynamics, opportunities) happening in our context – that might determine how our objective might come about?*
3. Support Oxfam and partners with in defining “How the changes required will come about?”
  - a. What are the pivotal moments/critical junctures (e.g. new policies, strategies or programmes e.g. ESP, donor programmes; ongoing dialogues and established platforms; changes of leadership)?
  - b. What are the main obstacles (attitudes and beliefs, institutions, structures, economic or political players) to progressive change and achieving our objective?
  - c. Who are the targets and key actors? What alliances and relationships (e.g. with government officials, donors, media, religious and traditional leaders or within civil society) could drive/block the change?
  - d. What should Oxfam and partners role be?
    - i. Capacities
    - ii. Experience
    - iii. Resources
    - iv. Relationships and linking levels.





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- e. What strategies, tools and tactics are likely to work best (E.g. using: program experience to influence others; coalition building, research, policy development, media; convening and facilitation role bringing people together about issues)?
- f. What will success look like? After 6 months, 12 months, 2-3 years, etc.?

Responding to the above will lead to an advocacy action plan.

### 3. The purpose of the strategy

The strategy aims to outline key areas for Oxfam's focus on education advocacy in the next three years 2024-26, working closely with and through partners. It will also help determine how and where Oxfam's education advocacy resources should be invested and what capacity is needed. This approach will provide Oxfam and its partner organizations with concrete objectives, ensuring they remain focused on broader gender, education, protection, and advocacy strategies. Additionally, it will create advocacy opportunities that link to peacebuilding and local leadership initiatives. The following three aims are from the existing advocacy strategy draft:

Aim 1 – Improved teacher education, support and wellbeing, building on existing collaboration with Education Ministries (state and national levels) and other Education Actors

Aim 2 - Safer, more enabling environments, with particular focus on the female learners and teachers (incl. career pathways and leadership opportunities).

Aim 3 - Local capacity for education advocacy is increased, and policies and interventions developed through meaningful participation of communities and local actors.

### 4. Geographical Coverage





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The analysis will cover issues and actors in the locations in South Sudan where Oxfam has most focus, including Jonglei and GPAA, Lakes State, Central Equatoria and National level. This covers engagement with partners and other stakeholders (some engagements might have to happen remotely).

## 5. Methodology

The methodology used should be based on Oxfam feminist research principles and ethics. The methodology should also include use/adaptation of Oxfam's ESF and other or other evidence-based frameworks. All tools used should be co-created with Oxfam and partners. As such, the development of this strategy should encompass the use of the): secondary data and literature review, primary data collection were deemed necessary.

Advocacy strategy should align with and build on Oxfam's overarching Campaigns and Advocacy guidelines and seek links to continental advocacy (Transformative Education, Right in Crisis Campaign), Global advocacy (Public Services Education Advocacy under Inequality Campaign) and link to ECPI.

## 6. Expected Deliverables for the Consultant

- Internal programmatic stakeholder and problem analysis (based on existing education programmes)
- External stakeholder and problem analysis: key actors and issues clarified, as linked to the aims of the existing strategy
- Conversations with staff and partners on advocacy strategy and producing an updated version for 2024-26.
- Development of Education advocacy plan and considerations for MEAL – with links to existing evidence and programs, as road map to ensure successful implementation for the education advocacy by Oxfam and partners.

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- Advocacy influencing capacity strengthening integrated as part of the consultancy and carried out amongst partners and Oxfam.

#### 7. Responsibilities of the Consultant

- Carry out a desk review of different resources including but not limited to the existing literature of the 3 states and the national level.
- Develop an inception report that outlines the detailed analysis/ process design, methodology, data analysis framework, ethical considerations, work schedule and milestones, approach to capacity strengthening, data collection tools etc.
- Coordinate data collection, entry, and analysis. Ensuring gender responsive conflict sensitive approach in consultation with Oxfam and Oxfam partners
- Develop and submit first draft stakeholder analysis reports and debrief Oxfam team. The report should be comprehensive and provide detailed and specific findings and recommendations, with links to the aims of the strategy.
- Facilitate conversations on advocacy strategy and contributing towards concrete advocacy plan with staff and partners, building on draft and analysis.
- Co-facilitate and support workshop with key staff and partners to validate advocacy strategy and finalize advocacy plan. The activity should be designed in a way that it will ensure capacity strengthening on advocacy influencing tactics and tools for fragile contexts.
- Submit the final analysis, updated strategy and plan as well as consultancy report to Oxfam. receive inputs, feedback, and amend accordingly.
- Present the final updated Education Advocacy Strategy.
- Incorporate the inputs and submit the final report signed.
- Oxfam has the sole ownership of all final data, and any findings shall only be shared with the permission of Oxfam.

#### 8. Responsibilities of Oxfam





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- 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 by bases taking into account the number of vehicles needed to move Consultant and his 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 gender and protection analysis including constructive and timely feedback (48-hour review of the draft report), active participation in the action planning, and collaboration as required.

#### 9. Consultancy Management

The consultancy will be managed by Victoria Evelyn Aol (Senior Education Coordinator, Oxfam South Sudan) who will be responsible for managing the consultancy process and will be the primary point of contact. The consultancy will also be coordinated with Irene Fredriksson, Transformative Education Team Lead, Oxfam Denmark) and other relevant Oxfam South Sudan, Oxfam in Africa and Oxfam Denmark colleagues who will be providing technical review and support.

#### 10. Expected deliverables and payment schedule.

The consultancy is proposed for a total number of 25-30 working days within the period of 1 August 2024 and 31 December 2024.

- 25% upon submission of agreed inception report that outlines the detailed analysis design, methodology, data analysis framework, ethical considerations, work schedule and millstones, data collection tools etc,





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- 75% 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.

#### 11. Qualification of the Consultant (s)

- An advanced degree Education, development studies, social sciences, and related studies with proven experience in education-Advocacy related work.
- 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.

#### 12. Mode of Applications

Interested applicants should submit the following:

- 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.







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- Interested consultants should submit their proposal within 10 working days from the announcement by Friday 12 July 2024 and please use the below address and apply in person.

[JubaQuotations@oxfam.org.uk](mailto:JubaQuotations@oxfam.org.uk) copying in [VAol@oxfam.org.uk](mailto:VAol@oxfam.org.uk)

