

Gender Conflict Analysis Terms of Reference

Project: Addressing violence against women and girls as a catalyst for Peace

Location: South Sudan: Wau County (Western Bahr el-Ghazal State) and Pariang County (Unity State)

Donor: Germany Ministry of Foreign Affairs

Partner: CARE International in South Sudan

Background and rationale

Addressing violence against women and girls as a catalyst for Peace is a two-year project that seeks to promote gender responsive stabilization and recovery of conflict affected women, men, girls and boys in Wau and Pariang. The Project will specifically support communities to identify and take action against structural causes of gender inequality which promotes conflict and violent notions of masculinity and normalizes the violence. It will also focus on addressing the conflict-related gender-based violence against men and women through improving their access to multi-sectoral GBV services. To achieve sustainable peace an inclusive decision-making process will be promoted where women's participation and leadership will be strengthened. Through these interconnected outcomes, communities will be able to identify potential solutions for violent conflict thus contributing to attainment of sustainable peace at local and community level, which corresponds with the German foreign policy agenda for South Sudan with its focus on crisis prevention, stabilization and peace-building leading to more sustainable development with a specific focus on women.

The Terms of Reference has been developed to attract interest from consultants to undertake a gender conflict analysis to understand the unequal power relations, gender roles, responsibilities and issues of conflicts to inform its programming. It will look at differential impact of the humanitarian crisis on women, men, boys and girls.

Project Profile

Title	Addressing violence against women and girls as a catalyst for Peace
Geographic area(s)	Wau County (Western Bahr el-Ghazal State) and Pariang County (Unity State)
Project objectives and relevant indicators	<p>Overall Project Objective: To promote gender-transformative stabilization and recovery of conflict-affected women, men, boys and girls in Wau and Pariang</p> <p>Project Specific Objectives:</p> <ol style="list-style-type: none">1. Communities transform harmful gender social norms which promote conflict and militarized notion of masculinity and normalizes the violence into positive norms that promote peace and gender equality

	<ol style="list-style-type: none"> 2. Targeted communities have increased availability and access to GBV services and support especially vulnerable women, children and survivors of GBV against men and women 3. Women's participation in, and influence on local level peace building processes (reconciliation, conflict resolution and dialogues) and decision-making is strengthened
Project Duration	1. December 2020 - 30. November 2022

Gender Conflict Analysis

Project Name	Addressing violence against women and girls as a catalyst for Peace
Projects/ Sectors	GBV/Protection, Women Economic Empowerment
Projects Coverage	Wau County (Western Bahr el-Ghazal State) and Pariang County (Unity State)
Survey Type:	Gender and Conflict Analysis
Survey Purpose:	<ol style="list-style-type: none"> I. To provide information about the different needs, capacities, participation and coping strategies of men, women, girls and boys among the communities in Wau and Pariang. II. To establish information on how gender based violence acts as a barrier to peace and stability and as an obstacle to women's participation in state building, peace building processes and mechanisms. III. To document changes in gender and power dynamics, focusing on productive work, evidence in gendered division of labour, care work at home including the burden of reproductive and unpaid care activities coping strategies and participation in social life, leadership and governance IV. To identify priorities and opportunities for gender mainstreaming, gender-based programming and women's participation in local level peace processes and decision making.
Proposed data collection methodology:	<p>Qualitative and quantitative methods in gathering information from both primary and secondary data sources.</p> <ul style="list-style-type: none"> • Household surveys (remote and face to face) • Focus Group Discussions (To be conducted ensuring COVID-19 guidelines) • Key Informant Interviews • Review of secondary data
Proposed start and end dates for Conflict	1-August- 2021

Gender Analysis Study:	
Final Conflict Gender Analysis report submission date:	1-September-2021

Study Objectives

- I. To provide information about the different needs, capacities, participation and coping strategies of men, women, girls and boys among the communities in Wau and Pariang.
- II. To establish information on how gender based violence acts as a barrier to peace and stability and as an obstacle to women’s participation in state building, peace building processes and mechanisms.
- III. To document changes in gender and power dynamics, focusing on productive work, evidence in gendered division of labour, care work at home including the burden of reproductive and unpaid care activities coping strategies and participation in social life, leadership and governance
- IV. To identify priorities and opportunities for gender mainstreaming, gender-based programming and women’s participation in local level peace processes and decision making.

Research questions

01	Understanding gender norms and behaviors	<ul style="list-style-type: none"> 1. What roles do people of different genders play in the community? 2. What are the predominant gender norms for different social groups? 3. How do people’s actual behaviors compare to the gender norms?
02	Gender analysis of conflict	<ul style="list-style-type: none"> 4. How have norms relating to masculinity and femininity been shaped and changed by conflict? 5. How are men, women and their gender roles affected by the conflict? 6. What roles are men, women playing in the conflict 7. What roles are men, women playing in bringing about a peaceful resolution to the conflict? 8. How do gender norms and behaviors shape how violence is used, by whom against whom? 9. Do norms relate to masculinity and femininity fuel conflict and insecurity in this context 10. 10. Are there norms relating to masculinity and femininity which (could) help build or facilitate peace?

Methodology

Approach

The consultant will design/use a mixed approach which integrates qualitative and quantitative data collection techniques, tools.

- **Quantitative:** It is important to acquire data that permits CARE to compare findings in the different locations (Pariang and Wau). Household surveys will be conducted. This data should be collected either through face to face interactions.
- **Qualitative:** Cognizant of COVID-19, the consultant is expected to conduct Focus Group Discussions (FGDs), Key-Informant Interviews (KIIs) while ensuring safety for all participants. Findings from this technique will be used to refine questions raised through the thematic reviews.

Sampling

The consultant will implement a sampling procedure which is representative of the project target population. The consultant will develop, and abide to the approved sampling methodology. Where sampling strategy is changed for whatsoever reason, the consultant is expected to re-compute to achieve representative samples with a resubmitted sampling protocol. Therefore, clear and unambiguous proposal on sampling methodology and sample size is expected from the consultant. Sampling method should attain representative and generalizable results for all project participant categories.

Data Sources

The Gender Conflict Analysis measurement considers both **primary** and **secondary** data sources.

Primary data sources include, but are not limited to:

- female and male (25 years and above) community members
- female and male youth (18 – 24 years)
- female and male community leaders
- Government representatives at state or county level or both?
- Women's rights organizations

The secondary data sources include but are not limited to studies from South Sudan's GBV Sub-Cluster, Conflict and gender analysis studies, conflict sensitivity resource facility South Sudan, project documents etc. The consultant is expected to undertake review of existing documents using appropriate document review tools and methods.

Participatory tools like Guided Questionnaires, safety audit tools (observational and questionnaires), Focused groups discussion guide and questionnaires checklist needs be used. These methodologies are to be applied interchangeably.

Data Collection

The consultant will be responsible to develop data collection tools such as: questionnaires, FGD, KII guides, safety audit tools, and observation tools to capture data from the respondents above. Enumerators will be recruited by CARE and trained by the consultant to collect data during household surveys, FGDs and KIIs. Cognizant of the changing context, data will be captured electronically to expedite the data collection process, minimize data entry errors and improve overall data quality. The COVID-19 pandemic may greatly

impede grouped face to face data collection. Hence, the consultant is expected to design a safety protocol for achieving data collection cognizant of Government of South Sudan COVID-19 country SOPs.

Data Analysis

The consultant should adopt an iterative data analysis approach. This approach allows for prompt data validation as enumerators collect data. Hence, the consultant will develop a data analysis plan. Analysis should integrate findings from the different sources of data. The consultant should corroborate, and triangulate data from different primary data sources. A complete set of tools and procedures for summarizing and analyzing qualitative data needs to be made available.

Data Quality Issues

The designed data collection techniques, Quality of data should not be compromised and maximum care should be taken to avoid or at least minimize errors at all stages of the Gender Conflict Analysis measurement process. Some techniques such as, but not limited to, the following will be applied:

- Before data collection: Pilot testing the data, collection tool will be required in order to verify the reliability and validity of the tool. This includes for both face to face and other approaches.
- During field data collection: For household surveys, data entry will be on the spot using an electronic questionnaire. Monitoring enumerators for accuracy in doing the interview and in capturing data will be necessary. Checking through all completed responses (on a daily basis) to ensure any mistakes or inconsistencies are corrected on time will add value to the quality of data.
- Data analysis: Perform iterative data analysis which involves continuously analyzing key variables as part of data quality checks using various methods such as: frequencies or cross-tabulations or any forms of regressions

Validation

A one-day validation session will be conducted with all team members who participated in data collection. Additionally, CARE GBV/protection team members will be present to support and facilitate sessions and also to clarify information, and to fill in gaps where some data was either missing or contradictory. During the validation workshop, the enumerator teams will also provide additional observations contributing to the depth of data and analysis. The validation workshop will include sessions on vulnerability, perceptions of conflict tensions and changes in power dynamics within the household.

Communication of Findings/Reflection

Gender Conflict Analysis findings will be validated by the community through a validation workshop. Once the validation is completed then the final report will be produced.

Gender Conflict Analysis Products/Deliverables

There will key deliverables of this process:

- An inception report clearly outlining the approach, indicators, methodology and tools Include an annex highlighting how COVID-19 safeguards will be achieved
- Final survey tools and inclusive and gender sensitive sampling design
- Enumerator training, tool pre- testing and data collection

- A comprehensive and well-organized final **Conflict Gender Analysis** report in electronic version word and PDF based in the template structure in annex below. (Not more than 30 pages)
- Supporting files, original and cleaned datasets, statistical output files, photos, etc.
- Fact sheet or abstract and power point presentations to be used for dissemination of results to stakeholders

Management of the Consultant

CARE will support the consultant remotely throughout the Conflict Gender Analysis. Whenever the consultant is identified, the consultant will work with the Project Manager and Area Managers. The team will commence the inception process to:

- Review of Conflict Gender Analysis protocols, sampling design, data collection plan, COVID-19 risk reduction plan.
- Finalize tools and approve final plan prior to commencing data collection
- Providing technical support and oversight during data collection process

Data analysis

- Support data validation through data reviews to identify outliers, clean the dataset, create new variables in advance of analysis by local consultant.
- Support to focus the analysis on concepts/ theories upon which the project is designed on.
- Writing up technical report on Conflict Gender Analysis that includes conclusions in key areas or risk and areas of intervention focus.

Lessons Learned

The lessons learnt through the entire Conflict Gender Analysis shall be documented and shared with the Project team and CARE quality department so that they may be taken into consideration for future studies. The documentation of these lessons will be vital for reflection, growth and continued improvement.

Limitations

This Gender Conflict Analysis Study will be undertaken with some limitations. These may include:

- **COVID-19 pandemic:** Guidelines and restrictions may undermine the extent to which sample sizes and limit optimization of selected data collection approach such as FGDs.
- **Travel Schedules: International and domestic** travel between states is mostly by air using UN Flights. In addition, travel schedule may change due to flight cancellation and other technical issues.
- **Statistics:** Country demographics may not be readily up-to date hence the consultant may have to undertake preliminary data additional data corroboration

Core Competencies

- People Skills: Ability to deliver assessment results within the shortest period of time.
- Integrity: Works with trustworthiness and integrity and has a clear commitment to CARE's core values and humanitarian principles.
- Resilience/Adaptability and flexibility: Ability to operate effectively under extreme circumstances including stress, high security risks and harsh living conditions. Works and lives with a flexible, adaptable and resilient manner.
- Awareness and sensitivity of self and others: Demonstrates awareness and sensitivity to gender and diversity. Have experience and the ability to live and work in diverse cultural contexts in a culturally appropriate manner. Has a capacity to make accurate self-assessment particularly in high stress and high security contexts.
- Knowledge and skills: knowledge of CARE policies and procedures, Sphere and the Red Cross/ NGO Code of Conduct. Requires general finance, administration, information management and telecommunication skills and proficiency in information technology/ computing skills.

Technical Competencies

- Interested applicants should be an individual or institution, the consultant should have a minimum of Master's Degree in Gender and developmental studies or social sciences. The consultant must have proven track record and experience in gender and conflict analysis of a similar or related assignment. This should be backed up by the number of similar research that has been conducted by the individual or institution.
- Previous experience in medium to large-scale emergencies and stable context (five years minimum)
- Familiar with humanitarian programming and inter-agency coordination systems
- Fluent in English and Arabic will be an added advantage
- Ability to communicate ideas in a culturally-sensitive manner and conducive to their practical application.

Logistics

Air tickets, Q7, airport pickup and drop off, ground transport and accommodation while in Juba and field locations will be provided. Whereas visas are obtainable on arrival at Juba international airport, travellers are advised to obtain visas in countries where they reside. An introduction letter may be provided on request to support processing of visas. of payment.

Payment Terms and Conditions

Payment will be effected as follows; First installment (30%) of the total cost on submission and acceptance of inception report. Final payment (70%) upon completion and approval of the final report. Additional information on payment terms and conditions will be included in the contract.

Additional Information

- Consultants shall abide to WHO and Government of South Sudan COVID-19 SOPs.
- Consultants shall be required to sign and abide to CARE Safeguarding Policy (which includes prevention of sexual exploitation and abuse, and behavior protocols)
- Consultants shall abide to EU beneficiary data privacy/management policies

Ethical Considerations, Confidentiality and Proprietary Interests.

- The Consultancy Firm holder needs to apply standard ethical principles during the course of the assignment. Some of these must deal with confidentiality of interviewee statements when necessary, refraining from making judgmental remarks about stakeholders.
- The incumbent shall not either during the term or after termination of the assignment, disclose any proprietary or confidential information related to the service without prior written consent by the contracting authority. Proprietary interests on all materials and documents prepared by the contract holder under this assignment shall become and remain properties of CARE.

Gender Conflict Analysis Report layout

CARE South Sudan will discuss with the successful consultant (s), the content and length of the final report. However, below is a suggested outline for the report.

- a. Cover page (1 page)
- b. Table of Contents (1 page)
- c. Acknowledgements (1 page)
- d. Glossary (1 page)
- e. Introduction (1 page)
- f. Description of Project (1 - 2pages)
- g. Executive summary (2 Pages)
- h. Introduction/Background/relevant context information (max 2 pages)
- i. Limitations of the study
- j. Methodology (max 1 pages)
- k. Findings (max 10 pages)
- l. Conclusion and recommendations (max 3 pages)
- m. Lessons learnt (max 1 pages)
- n. Appendices (to include copies of all tools, list of enumerators, survey timeline including all KII and FGD participants and discussion transcripts, safety audits (as many pages as necessary- please reference the annexes in the report, but include them in a zip file as separate document

Submission.

If you qualify please send your CV, and Technical and financial proposals detailing survey methodology, work plan, budget and sample reports. The Technical proposal with budget and CV should be sent to Margaret.Chandiah@care.org, Richard.Matale@care.org, Malish.John@care.org and Patrick.andama@care.org

Deadline for expression of interest is on 23rd July 2021 before 4PM.