



UNIDOR - SOUTH SUDAN

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Gender and Resilience Integration Policy. TOR- for Consultancy

1.0 UNIDOR background

UNIDOR is a Christian base national none governmental organization, working in South Sudan, formed in 2004 and registered in South Sudan Relief and Rehabilitation commission (RRC), under registration number 182, under chapter 3, of section 10 of NNGOs acts, 2016.

UNIDOR intends to design a coordinated approach to strategic planning which will directly reference and align with policy and programming guidance on both resilience and gender, to enable strategic coordination between our development and humanitarian assistance programs, as well as recognition of the potential synergies among our existing programs and other gender and resilience stakeholders.

2.0 Problem background

In apotracheal state like South Sudan, gender inequalities are not limited to social cultural norms, but further affect economic decision making as well. Where women work hard and earn from their sweat, while men stay aloof, nevertheless he still is the sole decision maker on how a woman's earning should be spent among members of extended family.

In order to accurately understand, analyse and effectively promote greater resilience among vulnerable populations, it is critical to acknowledge that, girls, boys, women and men are affected differently by any disasters and therefore their unique interests need to be considered highly in designing a resilience program as they bring forth diverse, ensures gender sensitive programming, where men and women will have equal opportunity and access and control of social-economic resources and participate in key decision making on issue affecting their lives.

UNIDOR is implementing Gender Responsive, Resilience and Intersectionality (GRIPP-Africa) project focused to increase women participation in decision making including livelihood and economic choices, with expected ripple effects to strengthen societies' capacity on gender equality and resilience in risks management and conflict transformation, thanks to funding from Durban University of Technology (DUT) and University College of London (UCL)



UNIDOR seeks to engage a consultant to design and develop an integrated gender-responsive approach to disaster management and development of gender integration policy. This will guide UNIDOR's Gender inclusive interventions across its thematic humanitarian response and a bridge to resilience and development programming.

4.0 Objective of the assignment

Taking into great account of complex crisis context of South Sudan, the consultant will engage the community participation in the Design and develop integrated gender and resilient /development policy.

4.1 Specific Objectives of the assignment

- Develop data collection tool for Gender integration policy
- Analyse primary data collected from the community, secondary existing data, data presentation and reporting
- Conduct key informant Interviews at Juba level.
- Organize workshop with UNIDOR present findings as first draft policy and get feedback from UNIDOR Juba staffs.
- Develop final gender integration policy

5.0 Methodology

- Research, Reviews to develop data collection tools
- Focused group discussion, Key informants' interviews
- Desk review of secondary data
- Presentations
- Participatory workshop with UNIDOR staff

6.0 Deliverables

- i. Gender & Resilience integration Policy for UNIDOR
- ii. Guiding notes of implementation of the policy
- iii. Review workshop report of the policy document

7.0 Timeframe

Task will be carried out between 01st August to 31st Aug 2023.

The number of days allocated for the consultancy will be Thirty (30) calendar days from time of signing the contract (including travel and reporting).

8.0 Payment modality

The payment modality will be 50% payment upon signing of contract and submission of presentation of data collection tool, 50% after delivering final draft of Gender integration policy.

8.0 Resources

The consultant is expected to research widely on Gender -Resilient integration to design and develop a working policy for UNIDOR.



9.0 Roles and Responsibilities

The external expert consultancy firm/Individual expert Gender, Resilience integration to be recruited according the UNIDOR South Sudan consultancy guidelines.

9.1 Responsibilities of the Consultant

- Submit technical and financial proposal with clear statement of the proposed methodologies
- Development of gender integration data collection tools
- Conduct data analysis, interpretation, presentation
- Provide final Gender integration policy with focus on resilience intervention procedure in a multisectoral program interventions of SSJR commitment.

9.2 Responsibilities of UNIDOR

- Ensure involvement of the relevant JR partners staff participate in the Training.
- Provide transport to and from areas of the study
- Facilitate consultations with the relevant informants
- Review the draft report and provide feedback to the consultant
- Disburse payment of the service as per the contract agreement.

10. Consultant Specifications

The required expertise/experience for this consultancy services are:

- PhD or Master degree in Gender equality, sensitivity, inclusion and programming.
- In-depth understanding of social, economic and gender inequalities in conflict affected populations with South Sudan as a case study.
- At least Seven years of work experience on conflict affected areas/resilience /Development programming, peace and security, disaster risk management or related works with perspective of Fragile country.

11. Guiding Principles and Values.

Adherence to UNIDOR Code of conduct, Child Safeguarding and POCA policies during the assignment. UNIDOR and joint Response respect gender equality and ascribe to disability inclusion, the consultancy will be expected observe gender an inclusion principle (IASC guidelines).

Interested persons who meet the profile are invited to send their Curriculum Vitae and cover not letter than 28th/July 2023 to the following email address ed@unidorss.org, nakaweesa@unidorss.org, vicky@unidorss.org (CVs should not exceed 3 pages)

