

## Terms of Reference

**Formative participatory research on barriers to women's leadership within Community Based Organizations (CBOs), social norms and myths and peace and conflict analysis in host communities, refugees and IDPs in Awerial, Malakal and Wau Counties in South Sudan**

### 1. Background

Increasing ethnic 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 loss of value in the local currency, which could lead to unhealthy coping mechanisms amongst households, including removing children from school due to the inability to pay fees or school supplies; increased GBV; higher rates of early marriage; and food insecurity. South Sudan has a peace agreement in place (extension beyond February 2023),<sup>2</sup> and concurrently, there have been national changes in the country's administrative structure (from 32 divisions to 10), with the Ministry of Education now prioritizing education funding to counties for education. The World Food Programme (WFP) has also halted the distribution of food rations at IDP sites across South Sudan (as of 2022), including reductions in food for education programming, which has impacted school attendance rates. In Wau, there has been an increased number of reports of IDPs attempting to return to their areas of origin, with an impact on learner retention amidst population movements. In Malakal, there are also increased security issues, resulting in increased movement of IDPs between sites. In contrast, there is sustained peace in Awerial and as a result, there is a strong likelihood of the return of IDPs to this district. However, food rations in this district have decreased as well, and there are other environmental risks to consider such as flooding which impacts road access to Juba at certain points in the year.

Oxfam and War Child Canada in partnership with three community-based organizations in South Sudan is implementing the 5-year Global Affairs Canada (GAC) funded project "Geared for Success" (GFS) in collaboration with Internally Displaced Persons (IDP)-led and Refugee-led organizations. The **ultimate outcome** of the project is: "*enhanced equitable and inclusive learning outcomes for 'refugee, internally displaced and host community children and youth, particularly girls and adolescent girls' in Wau, Malakal and Awerial Counties in South Sudan*".

---

<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>

The **intermediate outcomes** of the project are outlined below.

- Outcome 1100: Improved performance of Community Based Organizations (CBOs) working on gender-responsive education.
- Outcome 1200: Increased access to gender-responsive quality education for refugees and internally displaced children and youth, particularly girls and adolescent girls, enabled by CBOs
- Outcome 1300: Enhanced collective action of CBOs to advance the right to gender-responsive quality education for refugee and internally displaced children and youth, particularly vulnerable group

GFS will achieve this outcome by increasing access to gender responsive quality education for ultimate project participants, driven by local refugee-led organizations and internally displaced people (IDP)-led community-based organizations. The project CBOs are a mix of these organizations. CBOs are on the front lines of providing essential education services for refugees and IDPs. To ensure that CBOs are ‘geared for success’, this project will facilitate and provide technical and financial resources to strengthen their capacity -with more women’s leadership and community support, allowing them to enable access to education and to successfully advocate for the right to education for ultimate project participants. In line with this, Oxfam has planned to conduct research to identify the barriers to women leadership in CBOs in order to inform interventions to increase women participation and leadership.

## 2. Objective of the assignment

The research is a part of the preparatory phase 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 research will be divided into 3 parts as follows:

**Part 1** - Understanding and identifying barriers to women's leadership within Community Based Organizations (CBOs) in Awerial, Malakal and Wau Counties and research areas will include:

- a. Mapping existing Community Based Organizations (CBOs) and informal community-based groups and assess level of women leadership and role of women in these organizations.
- b. Identify existing gender inequalities, stereotypes, biases and social and cultural norms that hinder the progress of women leadership in CBOs
- c. Undertake a rapid care analysis to assess using Oxfam’s rapid care analysis toolkit<sup>3</sup> to assess women’s paid and unpaid care burden to investigate its impact of women’s participation in leadership roles in CBOs

---

<sup>3</sup> <https://policy-practice.oxfam.org/resources/participatory-methodology-rapid-care-analysis-guidance-for-managers-and-facilit-620147/>

- d. Identify institutional, gender, and psycho-social barriers encountered by women that restrict and/or limit their full participation in leadership roles within CBOs and other related spaces.
- e. Identify practical and operational recommendations and action plans that the project can undertake for addressing the barriers with a focus on the status of women and their ability to exercise their agency.
- f. Provide evidence base to maximize wider advocacy efforts to promote women leadership in CBOs and related local groups and provide good practices that can be replicated broadly at County, State and National levels.

**Part 2** - Understanding social norms/myths among host communities, refugees and IDPs in Awerial, Malakal and Wau Counties and research areas will include:

- a. Identifying and documenting existing social norms and myths among host communities, refugees and IDPs in targeted locations
- b. Exploring the knowledge and attitudes on the existing social norms and myths among host communities, refugees and IDPs in targeted locations
- c. Explore the gendered impacts of the existing social norms and myths on women, girls boys and men as well as on vulnerable groups such as people with disabilities, the elderly, refugees, IDPs etc

**Part 3** – Undertake peace and conflict analysis in host communities, refugees and IDP settlements in Awerial, Malakal and Wau Counties and research areas will include:

- a. Analyzing the potential effect of conflicts on host communities, refugees and IDPs and its consequences on target groups specially, women and girls.
- b. Reviewing from a gender perspective the conflict dynamics, hotspots, and trends in conflict drivers and triggers and key players and in the project locations;
- c. Reviewing effectiveness of Oxfam’s conflict sensitivity approach to ensure that it does not exacerbate the current conflicts
- d. Identifying potential synergies and opportunities to inform mainstreaming of conflict sensitivity and reinforce or support social cohesion, reduce triggers of violent conflict,

### 3. Geographical Coverage

The research will be conducted in the selected project locations in Awerial, Malakal and Wau Counties in South Sudan

<b>Upper Nile State</b>	<b>Lakes State</b>	<b>Western Bahr El Ghazal State</b>
Malakal County in 3 selected Payams	Awerial County in 3 selected Payams	Wau County in 3 selected Payams

#### **4. 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.

#### **5. Expected Deliverables for the Consultant**

1. Research report covering key findings on each of the 3 areas of research 1) barriers to women's leadership, 2) social norms and myths and 3) peace and conflict analysis.
2. Report should include clear recommendations for advocacy, influencing and campaigning for each of the 3 areas of research.
3. Summary report covering key findings on each of the 3 areas of research.
4. Power Point presentation on the Key findings of the 3 areas of the research to be presented by the Consultant to the Oxfam Teams.
5. Complete appendices with detailed findings, including (but not limited to): databases for any surveys, FGD/KII notes, copy of consent/confidentiality statements, final tools and data collection plans, summary of approach used in data analysis and any analytical framework used, detailed analysis and all audio/visual assets.

#### **6. Responsibilities of the Consultant**

- Carry out a desk review of different resources including but not limited to the existing literature of the 3 areas research 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 millstones, 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.

## **7. 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 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.

## **8. 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 Taban Wilson (GFS Program Manager, Oxfam South Sudan). The consultancy will also be coordinated with Radia Mbengue Humanitarian Officer, Oxfam Canada) and other relevant Oxfam South Sudan and Oxfam Canada colleagues who will be providing technical review and support.

## **9. Expected deliverables and payment schedule.**

The consultancy is proposed for a total number of 35 working days within the period of November 2023 and January 2024.

- 25% 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% 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.

## 10. 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.

## 11. 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.
- 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 6 December 2023**

[JubaQuotations@oxfam.org.uk](mailto:JubaQuotations@oxfam.org.uk) copying in [CLundambuyu@oxfam.org.uk](mailto:CLundambuyu@oxfam.org.uk); [Afisseha@oxfam.org.uk](mailto:Afisseha@oxfam.org.uk) and [TWilson@oxfam.org.uk](mailto:TWilson@oxfam.org.uk)

**Prepared by**  
Christine Lundambuyu Munalula  
Senior Gender Justice Coordinator  
2<sup>nd</sup> October 2023