



## Terms of Reference

### Masculinity, Conflict and GBV Study

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

Donor: Germany Ministry of Foreign Affairs

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Partner: CARE International in South Sudan

## 1. 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 County of Western Bahr Ghazel State and Pariang County of Ruweng Administrative Area. The project specifically supports 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 also focuses 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. This corresponds with the German foreign policy agenda for South Sudan that focuses on crisis prevention, stabilization and peace-building, leading to more sustainable development with a specific focus on women's empowerment.

This Terms of Reference has been developed to attract interested consultants to undertake a study to explore the dimensions of Masculinity, Conflict and GBV to provide valuable information to; understand men's and women's underlying attitudes and behaviors related to masculinity and gender equality, understand the roles of women and men in the societies of Pariang and Wau respectively, identify and document the negative aspects in the masculinity perception that fuel gender based violence and gender inequality, understand risks and protective factors associated with gender based violence, and also to provide policy and programme recommendations on the prevention of GBV, in particular on the involvement of boys and men in the promotion of gender equality .

### Summary of Masculinity, Conflict and GBV Study

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)
Study Type:	Explore dimensions of masculinity, conflict and GBV.
Study Purpose:	<ul style="list-style-type: none"><li>a) To deepen the understanding of men's and women's underlying attitudes and behaviors related to masculinity and gender equality.</li><li>b) To understand the roles and relations of women and men, boys and girls in the societies of Pariang and Wau County respectively.</li><li>c) To identify and document the negative conceptualization of masculinity at household and community level that fuel gender based violence and gender inequality.</li></ul>

	<p>d) To understand risks and protective factors associated with gender based violence.</p> <p>e) To understand social norms and practices that perpetuate gender inequalities and fuels GBV.</p> <p>f) To provide policy and programme recommendations on the prevention of GBV, in particular on the involvement of boys and men in the promotion of gender equality .</p>
Research Questions	<p>a) How do men see their male role in relation to partners and women?</p> <p>b) How do women see the role of males in society?</p> <p>c) What aspects of social norms and practices fuel negative perceptions of masculinity that justify Gender Based Violence?</p> <p>d) What are the underlying attitudes and behaviors related to masculinity and gender equality?</p> <p>e) What are the risks and protective factors associated with Gender Based Violence?</p>
Proposed methodology	The Masculinity, conflict and Gender based violence study will utilize both quantitative (cross-sectional household survey) and qualitative research design. Cognizant of COVID-19, the consultant is expected to conduct Focus Group Discussions (FGDs), Key-Informant Interviews (KIIs) while ensuring safety for all participants.
Proposed start and end dates for Study:	13-October – 2021 to 13-November - 2021
Final report submission date:	13-November - 2021

**2. Consultant Scope of Works**

CARE International in South Sudan will facilitate the process to identify a competent consultant to conduct this study. As part of the negotiation process, CARE will ensure that the consultant understands and agrees to the assignment, including the scope, purpose, objectives and methodology. This negotiation includes flexibility to cater for any changes that may arise in the context due to COVID-19, conflict or any other unforeseen changes.

The consultant will design all the relevant data collection techniques, protocols and tools. The Project Manager, Gender & Protection Advisor, Research Manager, MEAL Coordinator will review the tools and techniques and give feedback prior to the actual study. The consultant should remain aware of the changes in the context that could impede the study. This assignment should be completed within a maximum of 22 days from inception. Hence, the consultant will:

- Prepare an inception report and hold inception meetings with CARE international in South Sudan.

- Develop a comprehensive study design describing type of data to be collected, techniques and relevant tools for each indicator.
- Define sampling method, sampling size and targeted respondents
- Review existing literature on the state of COVID - 19 in South Sudan, including, but not limited to the relevant project documents

### **3. Methodology**

#### **3.1. Design**

The Masculinity, conflict and Gender based violence study will utilize both quantitative (cross-sectional household survey) and qualitative research design. Cognizant of COVID-19, the consultant is expected to conduct Focus Group Discussions (FGDs), Key-Informant Interviews (KIIs) while ensuring safety for all participants.

#### **3.2. Target Population**

The target population for the Masculinity, conflict, and Gender based violence study will involve the host communities, internally displaced persons, and returnees in the Counties of Pariang in Ruweng Administrative Area and Wau County of Western Bahr Ghazel State, South Sudan.

#### **3.3. Study subjects**

The study subjects include women, men, girls, and boys, officials from State ministry of gender and social welfare, local authorities at County and Payam level, women, youth representatives and other stakeholders with relevant information about the subject under study selected from the accessible target population in the selected Counties of Pariang and Wau respectively.

#### **3.4. Sample Size**

The consultant will implement a sampling procedure which is representative of the project target population. Where sampling strategy is changed for whatsoever reason, the consultant is expected to re-compute to achieve representative sample. 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.

#### **3.5 Data Sources**

The Masculinity, conflict, and Gender based violence study 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 (19 – 24 years)
- Adolescent boys and girls (15-18)
- 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 (observational and questionnaires), Focused groups discussion guide, KII guide, and questionnaires checklist needs be used. These methodologies are to be applied interchangeably.

### **3.6 Data Collection**

The consultant will be responsible to develop data collection tools such as: household questionnaires, FGD, KII guides 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. The consultant is expected to design a safety protocol for achieving data collection cognizant of Government of South Sudan COVID-19 country SOPs.

### **3.7 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.

### **3.8 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: 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.

#### **4. Validation and Communication of Findings/Reflection**

A one-day validation session will be conducted with all the relevant 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 on information, and to fill in gaps where some data may either be missing or contradictory. The findings of the study will then be validated by the community in another workshop and once the validation is completed then the final report will be produced.

#### **5. Masculinity, Conflict and GBV Analysis Study Products/Deliverables**

The key deliverables of this survey includes;

- Inception report with well-define methodology (including an inclusive and gender sensitive sampling design), data collection tools and a clear work plan.
- An annex of COVID-19 infection risk mitigation protocol
- A comprehensive and well-organized final Masculinity, Conflict and GBV Analysis study report (Not more than 30 pages) in electronic version word and PDF based in the template structure in annex below.
- Annexes to be attached with ToR, Data collection tools utilized, attendance sheet of key meetings and focus group discussions conducted as well as other activities.
- The consultant should also deliver all files including: transcripts of the qualitative data and others in an easy to read format, and maintain naming conventions and labelling for the use of the project/program/initiative and key stakeholders
- Fact sheet or abstract and power point presentations to be used for dissemination of results to stakeholders

#### **6. Management of the Consultant**

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

- Reviewing the Masculinity, Conflict and GBV Analysis study protocols, recruitment plan, data collection plan, COVID-19 risk reduction plan.
- Finalizing tools and approve final plan prior to commencing of survey.
- Providing technical support and oversight during data collection process

## 6.1 Data analysis

- Support analysis to focus on concepts/ theories upon which the project is designed.
- Writing up the technical report on Masculinity, Conflict and GBV Analysis study that includes conclusions in key areas and areas of intervention focus.

## 7. Lessons Learned

The lessons learnt through the entire Masculinity, Conflict and GBV Analysis study shall be documented and shared with the Project team and CARE quality department for future programming in similar. The documentation of these lessons will be vital for reflection, growth and continued improvement.

## 8. Limitations

This Masculinity, Conflict and GBV analysis study will be undertaken with some limitations which may include but not limited to;

- **COVID-19 pandemic:** This might affect conduct of the survey in anticipation of government Covid-19 control measures like movement restrictions, lockdowns and so on
- **Travel Schedules:** International and domestic travel between states is mostly by air using UN Flights. Thus, changes in travel schedules due to flight cancellation, weather and other technical issues may interrupt the conduct of this assignment.
- **Statistics:** Country demographics may not be readily up-to date hence the consultant may have to undertake preliminary data corroboration.

## 9. Core Competencies

- **People Skills:** Ability to deliver assessment results within the shortest period of time.
- **Integrity:** Exhibits trustworthiness, 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 an 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 knowledge and skills including proficiency in information technology/ computing skills.

#### **10. 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 conducting gender and conflict analysis of a similar or related assignment. This should be backed up by the number of similar researches that have 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.

#### **11. Logistics**

Please note that CARE will bear the cost for Air tickets, airport pickup and drop off, ground transport and accommodation while in Juba and field locations. CARE will also bear the accommodation cost for Q7 (if required for international consultants). 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.

The consultant will be responsible for the cost of meals. The cost of the meals per day for the period of the consultancy will be regulated by CARE per diem policy.

#### **12. Evaluation and Award of Consultancy**

CARE South Sudan will evaluate the proposals and award the assignment based on the technical and financial criteria. CARE reserves the right to accept or reject any proposal received without giving reasons and is not bound to accept the lowest, the highest or any bidder. Only the successful applicant will be contacted.

The evaluation criteria associated with this TOR is split between technical and financial as follows:

- 70 % -Technical (**technical score will be done by program team**)
- 30 % -Financial (Financial score will be done by procurement)



### Technical Evaluation Criteria

Technical Criteria	Description
General understanding of the TOR.	Does the proposal demonstrate a clear understanding of the TOR? Does the consultant make an effort to interpret the objectives?
Methodology	To what extent is the methodology clear and detailed? Is the sampling method and sample size computation scientifically acceptable? Are all the relevant methods of data collection included in the proposal?
Team composition	Does the consultant (or proposed team) have the necessary competencies and experiences as described in the TOR to undertake this study?
Experience	Experience of conducting baseline and evaluation surveys in South Sudan, preferably within proposed geographical area has competitive advantage. Experience with similar assignments with INGOs/ other organization
Work plan	Is an action plan part of the proposal? Is it reasonable or realistic? Does it meet the expected deadlines? Is it flexible to accommodate any changes without compromising the deadline and quality of products
Budget	To what extent is the presented budget reasonable. Is the budget clearly aligned with the planned amount?

### 13. 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.

#### 13.1 Additional Information

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

### 14. Ethical Considerations, Confidentiality and Proprietary Interests.

- The consultant/ consultancy firm needs to apply standard ethical principles during the course of the assignment such as upholding the confidentiality of interviewees as well 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 of 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.

### **15. Masculinity, Conflict and GBV 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) Executive summary (Introduction, Methodology, Results and findings, Recommendations) (max 4 pages)
- f) Introduction/Background/relevant context information (max 2 pages)
- g) Methodology (max 2 pages)
- h) Findings and Discussions (max 10 pages)
- i) Conclusion and recommendations (max 4 pages)
- j) Lessons learnt (max 2 page)
- k) Limitations of the study (max 2 page)
- l) Appendices (to include copies of all survey documents including but not limited to; all data collection tools, survey timeline including all KII and FGD participants and discussion transcripts, Documentation of all the processes involved in the data analysis, etc. These can be as many pages as necessary.
- m) Annexes must be referenced in the in the report, but submitted as a separate zip file document

### **Submission.**

All interested applicants should send their CV (Max 3 pages), technical and financial proposals (consultancy fee inclusive of the cost of meals as separate lines) detailing survey methodology, work plan, budget (max 12 pages) and sample reports. The Technical proposal with budget and CV should be sent to: [Richard.Matale@care.org](mailto:Richard.Matale@care.org) and cc: [Francis.Mette@care.org](mailto:Francis.Mette@care.org), [Gloria.Poni@care.org](mailto:Gloria.Poni@care.org)

**Deadline for expression of interest is on 14<sup>th</sup> September 2021 before 4PM.**

**Note: The consultancy is for a period of 22 days spread from 13-October – 2021 to 13-November – 2021**