



TERMS OF REFERENCE TO CARRYOUT COMPREHENSIVE PROTECTION ANALYSIS IN South Sudan , Greater Pibor Administrative Area (GPAA) and Akobo West

1. Introduction.

The humanitarian situation in South Sudan is worsening. People's humanitarian needs continue to rise, driven by cumulative and compounding effects of years of conflict, sub-national violence, food insecurity, climate crisis and public health challenges. An estimated 9.4 million people in South Sudan, including 2.2 million women, 4.9 million children and 337,000 refugees, are projected to need humanitarian assistance and protection services in 2023 – reflecting a 76 per cent of the country's population and a 5 per cent increase from 2022. An additional 212,000 people are estimated to have humanitarian and/or protection needs in the Abyei Administrative Area, a disputed territory between Sudan and South Sudan.

Conflict and insecurity, fuelled by sub-national and intercommunal violence, crime and wide-scale impunity, continue to be among the main drivers of humanitarian needs in South Sudan. Throughout 2022, sub-national and intercommunal violence recurred in seven out of ten states and the Abyei Administrative Area, displacing people across the country, limiting their access to critical humanitarian services and disrupting humanitarian operations. This has destroyed people's lives and livelihoods and increased existing vulnerabilities. During the first half of 2022, intercommunal violence was the primary source of violence affecting civilians, accounting for more than 60 per cent of civilian casualties. Persistent attacks on civilians by armed cattle keepers, cattle raids and revenge attacks resulted in several killings, displacement of at least 257,000 people and increased incidents of sexual violence, abductions and looting/destruction of property. With high levels of conflict-related sexual violence and gender-based violence, South Sudan remains one of the most severe protection crises in the world. South Sudan is also home to the world's fourth most neglected displacement crisis, with an estimated 2.2 million people displaced in the country, including over 36,000 people in the Malakal Protection of Civilians (PoC) site and the largest refugee crisis in Africa. Over 1.9 million people returned to their homes, 67 per cent of whom returned from within South Sudan after the signing of the Revitalized Agreement on the Resolution of the Conflict in the Republic of South Sudan (R-ARCSS). More than 2.3 million South Sudanese refugees are hosted in the neighbouring countries.

Two-thirds of South Sudan's population are affected by the precarious food security situation, making the country one of the worst food insecurity emergencies in the world. An estimated 8 million people or 64 per cent of the population in South Sudan will experience severe food insecurity by the peak of the 2023 lean season between April and July. With elevated food insecurity, about 1.4 million children are expected to suffer from life-threatening acute malnutrition. Many of the highly food-insecure people reside in locations with chronic vulnerabilities worsened by frequent climaterelated shocks, the macro-economic crisis, conflict and insecurity and low agricultural production. Communicable diseases, including measles and malaria,

maternal mortality and neonatal health continue to be the leading causes of morbidity and mortality in South Sudan.

South Sudan ranks among the five countries in the world that is most vulnerable to the effects of climate change, as evidenced by communities devastated, destroyed and displaced by large-scale flooding across the country. Above normal rainfall for the fourth consecutive year in 2022 led to erratic rainfall patterns and prolonged flooding, with water levels in some areas exceeding the unprecedented levels reached in 2021 and affecting areas that had not been flooded in 2021. As of 10 December 2022, more than 1 million people have been verified as affected by severe flooding in 39 counties across South Sudan and in the southern part of the Abyei Administrative Area.¹

According to the Global Protection Cluster,²The priority protection risks in South Sudan include:

1. Attacks on civilians, civilian infrastructure and unlawful killings.

According to the Human Rights Division United Nations Mission in South Sudan 2023, 173 incidents were documented, involving at least 754 civilian victims (300 killed, 266 injured, 125 abducted, and 63 subjected to CRSV), the majority arising from inter-communal or intra-communal violence involving community-based militias and/or civil defence groups. This reflects a 12 per cent increase in violent incidents (from 173 to 194) and a 22 per cent increase in the number of victims (from 754 to 920), as of March 2023. In various areas of Jonglei (such as Akobo, Bor South, Nyirol, and Uror). at least 308 were killed, 131 injured, 299 abducted and four subjected to sexual violence. Continuous insecurity situation, compounded by armed clashes results in civilian casualties caused by sub-national violence and community-based militias. The states of Western and Central Equatoria, Jonglei and Unity have recorded the most incidences of conflict. Reports indicate that in Tambura, the recent conflict has displaced more than 90,000 people while OCHA reports indicate that an estimated 100,000 people have been affected, including 70,000 displaced, by fighting in the Abyei Administrative Area since inter-communal clashes broke out on 10 February 2022, with an escalation of incidents in March. Children are often subject to grave child rights violations, being exposed to sexual violence, recruitment, hazardous or worst forms of child labour and continuous psychological and physical abuse. In addition, according to UNMAS, an estimated 17.9 km² are contaminated by Explosive Remnants of War (ERW), including cluster munitions and land mines blocking fertile agricultural land mainly in southern Greater Equatoria. Internally displaced people (IDPs) may additionally face a particular risk of recruitment. This is due to reduced social protection and coping mechanisms, and a lack of economic, educational, or other opportunities caused by displacement.

2. Gender and conflict-related sexual violence, sexual exploitation and abuse. ³

According to the 2023 HNO, women and girls are differently affected, and their vulnerability is exacerbated by various forms of GBV, including rape, physical assault, forced marriage and SEA. Similarly, men and boys are also exposed to killings, abductions and forced recruitment, especially in conflict settings. An estimated 2.8 million people will face GBV risks in 2023 – a 9 per cent increase from the 2022 estimates. They will need GBV prevention, risk mitigation and scale-up of specialized GBV response services.

3. Denial of resources, opportunities and services.

The civilian population has no certainty of finding opportunities in their locale and thus resorts to transhumance as a strategy of coping. However, insecurity, lack of basic services and house, land and property disputes prevent families from freely choosing safe strategies to address their dramatic situation. About 82% of the population in South Sudan is poor³⁴. Government expenditures on health, education, water and sanitation, and agriculture and rural development are still poor and poverty levels are expected to remain extremely high. The nationwide poor communication and transportation infrastructure, together

¹ <https://reliefweb.int/report/south-sudan/south-sudan-humanitarian-response-plan-2023-december-2022>

² <https://www.gpcdata.im/cms/publications/310/reports/protection-analysis-update/south-sudan-protection-analysis-update>

³ <https://reliefweb.int/report/south-sudan/south-sudan-humanitarian-needs-overview-2023-november-2022>

with the combination of checkpoints, raids, taxes, and bribes make movement very costly, and insecure and additionally erodes families' poor livelihood and belongings⁴

Sudan Crisis.

According to OCHA⁵, the influx of people fleeing the conflict in Sudan continues. As of 21 September, 279,628 individuals or 65,101 households were registered since April, with more people expected to arrive as the fighting continues. Joda/Renk border area continues to be the main PoE for 80 per cent of newly arriving returnees, refugees and asylum-seekers. Meanwhile, As of 21 September 2023, almost 27,000 refugees and asylum-seekers were transported from border locations onwards. Most Sudanese refugees who arrived through the Joda border since the start of the conflict originate from Khartoum, followed by an estimated 27 per cent from White Nile State. OCHA has reported acts of vandalism of shelters by some individuals, predominantly single men, in Maban. As is their right, some people sold their shelter materials to finance onward travel to Renk or Juba. OCHA and other reports indicated various protection risks faced by the Sudan crisis-affected communities, including Female arrivals reporting systematic abuse by armed groups in Sudan, including sexual gender-based violence (GBV) against women and children as young as eight years of age. People have reported extortion, harassment, and prevention of safe pathways along border points to Unity State and Abyei. People require mental health and psychosocial support (MHPSS) at points of entry (PoE) for immediate intervention. In addition, protection monitoring conducted by Oxfam at Renk indicates high numbers of vulnerable people among the arrivals, including unaccompanied and separated children, the elderly, persons with disabilities, those with urgent medical needs, single- or female-headed households, and pregnant women. Many arrivals have witnessed or been subjected to violence and exploitation such as extortion and looting, including during their journey to South Sudan. Onward transportation from border points remains a significant challenge, including due to rising prices, insecurity, and poor road conditions.

Oxfam has been working in South Sudan since 1983. Our Programmatic Strategy concentrates on Saving lives, protecting, Resilient Livelihoods, Advancing Gender Justice and Good Governance and Active Citizenship through a full spectrum platform that includes humanitarian response, recovery and resilience, long term development and policy and advocacy.

Oxfam currently in South Sudan operates via eleven area offices in ten states (Upper Nile, Unity, Jonglei, Lakes, Eastern Equatoria, Central Equatoria, Western Equatoria and Western Bahr-el Ghazal, and Northern Bahr el Ghazal.

Oxfam's Protection and Gender intervention program is always keen to enhance the understanding of the protection and Gender risks and threats faced by the crisis-affected population in South Sudan through conducting protection and Gender analysis. Mainly, the protection analysis and Gender analysis aim to ensure that our response is adapted to the protection situation and gender needs on the ground and provide an evidence base to inform other department to advocate more procedures, practices and risks mitigations which in turn would improve the protection environment and Gender of the targeted populations. Thus, the analysis will help Oxfam to identify the targeted community's diverse perceptions and needs which in turn will assess the program to design interventions that avoid creating inadvertently harm. Oxfam protection and Gender program will ensure Oxfam's values including safe programming, diversity, community engagement and feminist are applied over the entire analytic process.

⁴ <https://www.gpcdata.im/cms/publications/310/reports/protection-analysis-update/south-sudan-protection-analysis-update>

⁵ <https://reliefweb.int/report/south-sudan/south-sudan-response-sudan-crisis-situation-report-no-12-22-september-2023>

2. Project Background.

With Global Affairs Canada (GAC) funding, Oxfam is implementing the “ Inclusive Humanitarian WASH, Protection and Gender Response to conflict-affected IDP and host communities in Jonglei State of South Sudan” The project which started on 1 April 2022 and will end in March 2024 in Akobo and Pibor. The two-year project integrated WASH, Protection and Gender response is aiming at ensuring safe, inclusive and dignified access to basic WASH and Protection services for vulnerable IDPs, returnees and host communities affected by conflict and displacement, with a particular focus on PLWDs and SGBV survivors. The Project has three outcome levels as listed below.

Ultimate Outcome:

Reduced suffering, increased and maintained human dignity, and lives saved for conflict-affected IDP and host communities, particularly women, girls and people living with disabilities (PLWDs), in GPAA and Akobo Counties of Jonglei State in South Sudan.

Intermediate Outcome:

- A. Protection - Enhanced use of lifesaving, safe, gender-sensitive and rights-based Protection and SGBV services for vulnerable women, men, girls and boys, including PLWDs in targeted host and IDP communities of GPAA and Akobo counties.
- B. .WASH - Increased and equitable use of safe, accessible, gender-responsive WASH services for targeted host and IDP communities of GPAA and Akobo counties.

Immediate Outcomes:

- A. Protection.
 - Improved access to emergency protection services and support for crisis-affected populations, especially the most vulnerable groups and SGBV survivors.
 - Strengthened community capacity to prevent and address safeguarding, SGBV and protection risks and needs.
 - Increased community awareness of and support to address harmful gender inequalities and discriminatory cultural practices in humanitarian settings.
- B. WASH.
 - Increased equitable access to safe potable drinking water for vulnerable conflict-affected women, men, girls and boys.
 - Improved access to gender-sensitive, disability-friendly, dignified and safe sanitation facilities for conflict-affected and vulnerable women, men girls and boys.
 - Improved capacity of crisis-affected and vulnerable women, men, girls and boys to exercise dignified, culturally appropriate, and gender-sensitive hygiene promotion, behaviour and practices, including COVID-19 IPC and risk communications measures.

3. Overall Objective of the assignment

The Gender and protection analysis is a part of a preparatory phase for the project and the major purpose is to understand gender needs and protection risk/threats among women, men, boys, and girls and their access to assistance and to plan appropriate mitigation measures to address some of key findings or issues reported and observed during the analysis.

The Protection and Gender Analysis will help understanding and addressing vulnerabilities and gender-related issues in communities. It assesses threats to safety and well-being, while also considering how gender norms affect different groups. The insights the analysis will help in informing decision-making in humanitarian interventions, to help tailoring them to specific needs. In addition, the findings and evidence generated from the Protection and Gender Analysis will be used to feed into advocacy efforts and initiatives on key priority concerns populations are facing.

This gender and protection analysis will be conducted specifically to present practical and operational recommendations and action plans for the implementation of the project. However, its findings will also be useful to the wider NGO community working in the country, with recommendations to inform future design, programming, and response.

4. Specific Objectives.

- To seek a better understanding on what are the protection and Gender threats, risks, Gender violations faced by women, girls, men and boys, marginalized populations and people with disabilities resulting from the successive crises in Pibor and Akobo which may include conflict, displacement, violence, discrimination, or exploitation.
- To gain a deeper understanding of the vulnerabilities of different groups, including children, women, elderly, people with disabilities, and other marginalized populations, and how these vulnerabilities are exacerbated in the current context.
- Analyze the barriers and constraints that unequal gender relations present to People with disabilities women's/girls/men/boys' access to services and their coping mechanism as a result; with a focus on the status of women and their ability to exercise their agency. To identify gaps in existing protection mechanisms and services, and to determine where improvements are needed to better protect the affected population especially vulnerable groups including women and girls.
- To review and analyse the existing legal and policy frameworks related to human rights and protection including refugee protection.
- To map the existing community-based protection mechanisms, including Community Protection Committees, available services, coping mechanisms resources, and key actors involved in (and whether they are) responding and addressing protection /GBV threats and the possibility of strengthening.
- To adapt Oxfam's responses to the protection and Gender Sensitivity context and inform all sectors (WASH, EFSVL, Gender and protection) on the recommended activities and approaches which in turn address and mitigate protection risks on the ground.
- To Inform and shape South Sudan Protection and Gender strategy for 2023 – 2026 and outline the road map for the protection and Gender programming in line with Nexus approach.
- Enhance the safe programming approach over other departments to develop Oxfam's institutional awareness of more effective procedures to mitigate inadvertent harm and exacerbate tension in the targeted communities.

- Provide evidence base to maximize the level of advocacy efforts to mitigate or eliminate the protection risks and Gender inequalities exposed by the vulnerable-affected populations Pibor and Akobo.
- To understand the linkage between the drought impact on exacerbating Protection and GBV risks within the affected communities
- To specifically assess how gender dynamics, including gender-based violence, discrimination, and gender inequalities, impact protection issues and the differing experiences of women, men, girls, and boys.
- To develop advocacy and policy recommendations and advocacy strategies to influence policies, programs, and resource allocation that promote gender-responsive emergency intervention; and that ensures that the concerns of the affected population are communicated to relevant stakeholders, policymakers, and the public.

5. Deliverables

- Power Point presentation on the analysis Key findings to be designed by the Consultant and presented to Oxfam Program, Later the Protection and Gender team to use it for presenting the finding to Oxfam Program, partners, related clusters, protection actors considering safe programming approach. Meanwhile the presentation methods to be identified according to the context.
- Full analysis report with 50 pages Max that (including part 1) Gender Analysis and part 2) Protection Analysis) covering key findings of the analysis and desk review, To be delivered by the Consultant
- Full executive summary report with 6 pages Max to be used internally that covers key findings and recommendations. (including part 1) Gender Analysis and part 2) Protection Analysis), To be delivered by the Consultant
- Full executive summary report with 4 pages Max to be used externally that covers key findings and recommendations. (including part 1) Gender Analysis and part 2) Protection Analysis), To be delivered by the Oxfam

6. Methodologies.

The analysis will be based on both primary and secondary data.

Firstly, the analysis will rely on secondary data, primarily from desk reviews, utilizing different resources including but not limited to, the existing literature on Gender and protection realities, assessments, research, recent projects reports produced by Oxfam or other partners..

Secondly, for primary data , the analysis will adopts a qualitative methodology based on key informant interviews (KIIs), Focus Group Discussions (FGDs) and community-based exercises (Community consultation). Data collection will cover diverse groups, IDPS, Returnees and host communities including girls, women, men, boys, elders, PWDs, religious and government officials, Partners and community leaders. However, this is contingent on Oxfam`s access and coordination levels.

Primary data gathering approaches will be adapted to age, gender, diversity and ensuring the inclusivity of socially marginalized individuals in the analysis. Additionally, risk assessment will be conducted to ensure that the community members participating in the assessment are not exposed to further risks or exacerbate conflict. A gender lens will be applied throughout the analysis methodology with a focus on gender sensitivity.

All relevant tools and questionnaires will be designed and reviewed in collaboration with protection, gender staff and other relevant departments to ensure that the questions are People-centered and consider the sensitivities, traditions and culture of the targeted communities.

One Day training will be provided by Oxfam (covered by Oxfam) to the consultancy staff on protection and Gender analysis principles including Safe Programming and Safeguarding

7. Scope of protection analysis.

7.1 Geographic.

The gender and protection analysis will be conducted in selected project locations in Akobo and Pibor

No	State	Counties	Payam
1	Greater Pibor Administrative Area (GPAA)	Pibor	Pibor town
			Pibor North/ South
			Gumuruk
			Lekuwangole
			Verthet
2	Gonglei	Akobo West	Bilkey
			Dengjock
			Nyandit
			Gakdong

7.2 Targeted FGDs, KII and Household Interviews

Targeted FGDs

<u>Pibor</u>	<u>Payams</u>										<u>Total FGDs Groups for the State</u>	<u>Total FGDs Participants for the State</u>
	<u>Payam Pibor town</u>		<u>Payam Pibor North/ South</u>		<u>Payam Gumuruk</u>		<u>Payam Lekuwangole</u>		<u>Payam Verthet</u>			
	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>		
	One G – 12 P	One G – 12P	One G – 12P	One G – 12	One G 12	One G 12	One G 12	One G 12P	One G 12	One G 12P	10	120
<u>Akobo</u>	<u>Payams</u>										<u>Total FGDs Groups for the State</u>	<u>Total FGDs Participants for the State</u>
	<u>Payam Bilkey</u>		<u>Payam Dengjock</u>		<u>Payam Nyandit</u>		<u>Payam Gakdong</u>					
	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>				

	One G – 12 P	One G – 12P	One G – 12P	One G – 12	One G 12	One G 12	One G 12	One G 12P	8	96
Total Male	108				Total FGDs				18	
Total Female	108				Total FGDs Participants for all Gov				216	

Target KIIs

<u>Pibor</u>	<u>Payams</u>										<u>Total KIIs Participants for each Payam</u>
	<u>Payam Pibor town</u>		<u>Payam Pibor North/South</u>		<u>Payam Gumuruk</u>		<u>Payam Lekuwangole</u>		<u>Payam Verthet</u>		
	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	
	2	2	2	2	2	2	2	2	2	2	20
<u>Akubo</u>	<u>Payam Bilkey</u>		<u>Payam Dengjock</u>		<u>Payam Nyandit</u>		<u>Payam Gakdong</u>				<u>16</u>
	2	2	2	2	2	2	2	2			
<u>Total Male</u>	18				<u>Total KII Participants for all Gov</u>						36
<u>Total Female</u>	18										

Worthy Note: The KII could/should be included.

- The most Important and essential is to ensure that we are targeting IDPS, Returnees and Host Communities with Gender segregations
- INGO, Local NGO, and UN Agencies (It depends on available actor in the Location).
- Community Based Committees members including youth Groups chair members , association groups chair members , Women forums leadrs etc.
- Government and sector leaders (Water, Food security, Health, Education Women and Labour affairs, social department etc.)
- Local Women representative.
- Youth representative.
- Teachers and School managers.
- Community leaders/clan leaders, religious, Mukthars.
- RRC
- Sultans.
- Gender balance is required.

Worthy Note: The FGDs process could/should be considered and included

- Focus group discussions (FGDs) will be conducted with community groups (separate discussions will be held for women, girls, boys, men). These will include women and men beneficiaries from across the host community, returnee and will also include IDPs and other disadvantaged groups.
- To carefully select participants who represent the target group or community for the study. Ensure diversity within the group to capture a range of perspectives.
- Appoint a skilled and impartial moderator. The moderator should be able to guide the discussion, keep it on track, and create a safe environment for participants to express themselves.
- To be aware of group dynamics. Some participants may dominate the conversation, while others might be reluctant to speak. The moderator should manage these dynamics to ensure everyone has a chance to contribute.
- Be culturally sensitive to norms and practices that may affect the discussion. Respect local customs and traditions.
- Ensure participants feel safe and that their responses will be kept confidential.

7.3 Key Areas of Focus for Protection

Mainly the protection analysis will focus on the following areas;

- Identification of the exist legal framework protection risks as well as existing capacity to manage and address these risks
- Identification of the coping mechanisms followed by the community to stand and face the protection, Climate change and life-saving risks.
- Access to information,
- Access to protection services (health care, GBV, Child Protection justice, education, psychosocial support, etc.)
- livelihoods/food security, nutrition Impacts on Protection
- Assess potential protection and GBV risks resulted from Climate changes
- Assess potentially safeguarding/PSEA risks.

7.4 Key Ares of Focus Gender

Mainly the protection analysis will focus on the following areas;

- Identification of differing gendered needs, capacities, coping mechanisms, gender roles, gender relations, power dynamics (women, girls, boys and men and other vulnerable groups).
- Identification of existing context and opportunities for increasing community voice, participation and empowerment for women, men, boys and girls.
- Assessment of the prevailing gender dynamics and their impacts to provide practical recommendations for Oxfam.
- Identification of existing community-based safeguarding reporting mechanisms including trusted persons, how they work and gauge how Oxfam can feed into these systems and what kind of support Oxfam can give to ensure we are able to receive reports directly from the community

8. Responsibilities of the Consultant.

- Carry out a desk review of relevance to the project on gender and protection issues in Akubo and Pibor.
- Develop an inception report that outlines the detailed analysis design, methodology, work schedule and millstones, data collection tools, PPT on the key findings etc.,

- Can confirm from a pool of preselected candidates (equal numbers of males and females) which have been preselected by the country team. Orientation of data collectors /surveyors and pre-testing of the data collection tools with participation and support of the gender officers as needed.
- To carry out the entire Data collections process including human resources requires , and its entry into suitable platform for cleaning and analysis
- Develop and submit first draft analysis report and present findings to Oxfam South Sudan. The report should be comprehensive and provide detailed and specific findings in line with the objectives.
- Submit the final analysis report to Oxfam South Sudan (hard and soft copies) on the agreed date, based on inputs and feedback, the raw data, and the database which has been cleaned (quantitative including original notes), Oxfam has the sole ownership of all final data and any findings shall only be shared with the permission of Oxfam South Sudan.
- The consultant will commit to drawing the risk assessments (Risk Matrix) on community consultation and the perspectives of a diverse group of people —including national staff, partner organizations, and community representatives. Meanwhile, the risk mitigation plans resulting from the risk analysis will be incorporated into regular work plans. Managing risk will be an ongoing process.

9. Responsibilities of Oxfam South Sudan.

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- Schedule and provide necessary security briefing.
- Gender and protection staff in collaboration with MEAL, and safeguarding staff will support the study as listed below,
 - Initial briefings of Consultant and on arrival to bases.
 - Constructive and timely feedback on the draft report.
 - The protection and Gender teams will support the consultant in contacting the communities for the FGDs and KII process.
 - Oxfam will support the consultant in facilitating FGDS and KIIs in the targeted locations.
- Provide all the available documents (including in particular all documentation required for the desk review).
- Oxfam will cover flight fees from Juba to the targeted locations for the consultant.
- Oxfam will cover the accommodation and meals while the consultant is in the field base.
- Provide a support letter for data collection if necessary as well as any other required administrative .
- Provide transportation, refreshments/snacks and required support for the data collection process including FGDs and KII participants . 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 orientation for the consultant and data collectors on safeguarding requirements, resources, and contact information as well as the Oxfam staff code of conduct.
- Follow up on and contribute to the whole process of the gender and protection analysis
- 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.

10. Audience and Use.

To seek relevant and comprehensive outcomes, the assessment will involve all of the related stakeholders including the Community, Partners and Oxfam who exist and operate in targeted

geographic areas . The assessment finding will be safely disseminated over Oxfam and partners departments to guide, improve and inform Oxfam and partners approaches to address or mitigate the protection risks over the cycle of the South Sudan program.

11. Risk Assessment & Risk Management.

There are potential risks that may emerge during the implementation process of conducting the protection analysis include but are not limited to security risks in accessing the target locations and targeted population, limited participation of different communities groups and service providers, exclusive specific/marginalized groups, expose the protection analysis participants to further harm due to the sensitive questionnaires, limited participation for women and girls, data management risk etc and limited/low support and coordination from local authorities/key stakeholders.

In addition, due to some sensitive topics that the protection analysis trying to cover, suggestions, or political opinions expressed by the participants over the data collection process, the protection analysis process may also endanger community members/ Participants or the communities they represent. Furthermore, such risks may cause the protection analysis activities to be delayed, causing failure in the worst-case scenario to implement and complete the protection analysis as agreed.

Given the risky context and unequal power dynamics, The consultant will work with partners and all related personnel to apply the safe programming approach to ensure that the humanitarian work does not inadvertently cause harm to people or undermine the values, standards, and norms that underpin our work. Oxfam has a safe programming policy in place, and it will apply all of those principles and standards to the process of the protection analysis as it does to other ongoing projects and activities. This will be achieved by taking proactive measures to prevent or mitigate risks through conducting risk analysis to understand potential risks against the Protection analysis participants, network or committee members, the communities they represent, Partners, and Oxfam. Issues related to the tension between the members or communities, power dynamics, lack of participation, creating expectations, and violence against women because of their participation and speaking up are examples of potential risks that could take place. The consultant will commit to drawing the risk analysis on community consultation and the perspectives of a diverse group of people —including national staff, partner organizations, and community representatives. Meanwhile, the risk mitigation plans resulting from the risk analysis will be incorporated into regular work plans. Managing risk will be an ongoing process. Tools such as the quick and simple risk matrix (See Annex) will help to guide and record the process. The written risk matrices will allow analyses to be reviewed and updated throughout the process, can be used for incoming briefing staff, and allow staff to document and learn from experience. However, Oxfam and the consultant will not only focus on managing risks by filling in forms, but we will also give more attention by taking proactive actions to mitigate the identified risks on an ongoing basis. The Safe Programming approach targets risks faced by women, men, boys, and girls separately, for which adaptive management is required. All actions and the protection and Gender analysis steps will serve and support the country's safeguarding annual plan in line with guidelines, policies and commitments of

12. Potential Risk Matrix.

Proposed activity	Potential or actual risks to community, partners and/or Oxfam	How might these risks be prevented, mitigated or managed?	Actions/adaptations agreed by management (optional: by whom and by
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<p>Conducting Protection analysis to betterment the understanding of the protection risks and threats exposed by the crisis-affected population in South Sudan</p>	<p>1. Create harm to the FGDs, KII, and Community Committees members or to the communities they represent due to the sensitive topics, Suggestions or political opinions spoken up during the data collection over the protection analysis process</p> <p>2. Exclusion - Women, adolescent girls and boys, people with disabilities and minorities (religious, ethnic or tribal) might be easily left out during the data collection process. The exclusion of any group will affect the ability to identify the risks and threats faced by the targeted groups, and this will consequently hinder the efforts of mitigating, preventing and responding to these threats.</p>	<p>1.1 Risk analysis must be conducted to understand potential risks against the protection analysis participants including FGDs, KII, HHs, network members, and the communities they represent.</p> <p>1.2 Understand the Conflict sensitivity.</p> <p>1.3 Consult the communities and other related on what are the sensitive topics.</p> <p>1.4 Avoid political topics.</p> <p>1.5 Coordinate with the INGOs and NGOs working in the targeted areas to understand the potential risks according to their experiences.</p> <p>1.6 To explain to the communities what is the purpose of these FGDs andKII</p> <p>3.1 To include Women, Girls, PWDs and minorities to ensure that we include all voices and needs.</p> <p>3.2 To understand community diversity.</p> <p>3.3 To spend a special effort to reach all of the community groups.</p> <p>3.4 To design Methodologies ToR, selection criteria that ensure inclusivity</p>	<ul style="list-style-type: none"> • At the start of the activities and to be followed and update On ongoing base. • Oxfam and Consultant
<p>Data Collection over the protection analysis.</p>	<p>1. Sexual abuse, exploitation, and harassments</p> <p>2. Gender sensitivity must be applied throughout the whole process.</p> <p>3. Weak and inactive Participation in decision-making, Women’s and girls’ participation can be limited due to cultural aspects.</p> <p>5. Create tensions due to excluding certain groups.</p>	<p>1.Training on safeguarding to all those who are involved in the data collection and the process , All of the Consultant, employee staff and Non staff, and partners to sign Code Of Conduct and ensure that the communities and all related are aware of Oxfam reporting channels,</p> <p>2.Being Gender sensitivity.</p> <p>- Ensure that women feel comfortable to raise their voices.</p> <p>3. Separate sessions with women/girls and men/boys are recommended where threats are discussed and prioritized</p>	<ul style="list-style-type: none"> •At the start of the activities and to be followed and update byOn ongoing base. •Oxfam and Partners

		(women will not feel comfortable to discuss their issues in front of the men and vice versa) 4. Gender Balance. 5. Ensure active participation of the Data Collection participants members in all the steps 6. The members should never be informed about decisions or answers affecting their communities, they must own those decisions and answers to the protection analysis tools in order to capture the real threats and protection risks.
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13. Duration and proposed schedule

The gender and protection analysis and action planning is expected to take place during November - December 2023 for the duration as per the table below:

No.	Deliverable/actions	Who	Duration
1.	Briefings by country team and orientation to the project objectives, Protection and Gender analysis objectives and the Context (This will include what Oxfam want to see in the report Whether the Desk review report or the final report)	Oxfam and Consultant	1 day
2.	Desk review of relevant data Deliverable: inception report including Desk review inputs to be sent to Oxfam for review and feedback	Consultant	4 days
3.	Designing and sharing the analysis tools with the Oxfam team for review and feedback	Consultant	2 days
4.	Data collection (6 days for data collection in each location – Pibor-Akobo)	Consultant	12 days
5.	Data analysis and report write up Deliverable: First draft study report shared to Oxfam South Sudan Country Team for comments (This will include a separated executive summary report)	Consultant	7 days
6.	Meeting to present the validate the, drafted report, Key findings and recommendations. Deliverable: PPT on the Key finding of the protection and Gender analysis, Recommendations etc	Consultant	1 day
7.	Deliverable: Final study report based on comments received	Consultant	3 days
Total workdays			30 days

14. Analysis management

The assignment will be managed by Christine Lundambuyu (Gender Justice Coordinator, Oxfam South Sudan) and Ali Mohammed (Protection Coordinator, Oxfam South Sudan) who will be responsible for overseeing and coordinating the Analysis process and will be the primary point of contact. The commissioning manager is Vimbayi Mazanhi (Humanitarian Programme Manager). The deployment will also be coordinated with Abraham Fisseha (Programme Quality Coordinator) and other relevant Oxfam protection and gender Regional colleagues who will be providing technical review and support.

15. Payment schedule/budget information

Expected deliverables and payment schedule.

The consultancy is proposed for a total number of 30 working days within the period of 1 November 2023 and 30 November 2023.

- 20% upon submission of agreed inception report
- 40% upon submission of acceptable draft assessment report (no more than 50 pages) and executive summary paper (4-6 pages)
- 40% upon submission of final assessment report (no more than 50 pages) and executive summary paper (4-6 pages) and power point presentation of research findings

16. Recommended outline of the analysis report

The analysis report should contain the different elements mentioned below. All parts should be clearly distinguished from each other and of enough quality.

1. Cover page clearly identifying the report as a gender and protection analysis and stating:
 - Analysis title
 - Program title
 - Geographical coverage:
 - Date that the analysis report was finalized
 - Consultant(s) name(s) and logo (if available)
 - Oxfam logos
 - Clear statement in case this report can NOT be used externally
2. Table of contents
3. Glossary
4. List of abbreviations.
5. Executive summary that can be used as a stand-alone document.
6. Introduction, stating objectives of the analysis and analysis questions
7. Methodology, including an indication of any perceived limitations of the analysis
8. The intervention and context
9. Conflict analysis

10. Protection and Gender context
11. Legal Standards and Normative Frameworks
12. Key findings on protection and Gender concerns in the targeted locations
13. Capacities in the community and social cohesion
14. Conclusions
15. Recommendations for the immediate, mid and long term
16. Appendices:
 - Terms of reference
 - Analysis program (main features of data and activities carried out).
 - A list of interviewees (name, function and working environment) and places visited.
 - List of documents and bibliography used.
 - Details on composition of analysis team (names, nationality, expertise, working environment).
 - Link to Methodological appendices:
 - Assessment instruments such as questionnaires and interview guides

ANNEX 1 : GAC LOGIC MODEL

Title:	Inclusive Humanitarian WASH, Protection and Gender Response to conflict affected IDP and host communities in Jonglei State of South Sudan, 2022-23		Partner Name:	Oxfam	GAC Project Number:	
Country/Region:	South Sudan/ Eastern Africa		Total Budget:	CAD – 3 Million	Duration:	24 months (April 1 2022- March 31, 2024)
		Requested from IHA:	CAD – 3 Million			
Ultimate Outcome	1000 Reduced suffering, increased and maintained human dignity, and lives saved for conflict-affected IDP and host communities, particularly women, girls and people living with disabilities (PLWDs), in GPAA and Akobo Counties of Jonglei State in South Sudan					
Intermediate Outcome	1100 Increased and equitable use of safe, accessible, gender-responsive WASH services for targeted host and IDP communities of GPAA and Akobo counties.			1200 Enhanced use of lifesaving, safe, gender-sensitive and rights-based Protection and SGBV services for vulnerable women, men, girls and boys, including PLWDs in targeted host and IDP communities of GPAA and Akobo counties		
Immediate Outcomes	1110 Increased equitable access to safe potable drinking water for vulnerable conflict-affected women, men, girls and boys.	1120 Improved access to gender-sensitive, disability-friendly, dignified and safe sanitation facilities for conflict-affected and vulnerable women, men girls and boys.	1130 Improved capacity of crisis-affected and vulnerable women, men, girls and boys to exercise dignified, culturally appropriate, and gender-sensitive hygiene promotion, behaviour and practices, including COVID-19 IPC and risk communications measures.	1210 Improved access to emergency protection services and support for crisis-affected populations, especially the most vulnerable groups and SGBV survivors.	1220 Strengthened community capacity to prevent and address safeguarding, SGBV and protection risks and needs.	1230 Increased community awareness of and support to address harmful gender inequalities and discriminatory cultural practices in humanitarian settings.

Outputs	<p>1111 New boreholes constructed and existing malfunctioning boreholes rehabilitated/repaired.</p> <p>1121 Communal and family climate-smart, gender sensitive and disability-friendly sanitation facilities in IDP and host communities constructed, repaired and rehabilitated.</p> <p>1131 Hygiene promotion and awareness raising sessions conducted, including mass campaign using a community-led total sanitation (CLTS) approach with an emphasis on women and children as drivers for change.</p> <p>1112 Gender-balanced community water management committees trained to operate and maintain water and sanitation facilities.</p> <p>1122 SGBV risk analysis on WASH facilities conducted to capture the risks, capacities and needs of women, girls and PWLDs.</p> <p>1132 Context-specific and culturally appropriate WASH NFI and MHM kits distributed to target vulnerable IDP and host community HHs</p> <p>1113 Water quality monitored and maintained through distribution of quality testing consumables/reagents, apparatus and water treatment chemicals</p> <p>1123 Dignified gender-sensitive and disability-friendly institutional latrines constructed, repaired and rehabilitated.</p> <p>1133- COVID-19 awareness raising and risk communication and community engagement conducted through IEC materials and campaigns.</p>	<p>1211 Community-based structures supported on protection case coordination.</p> <p>1221 Focal point persons trained to champion safeguarding via multi-stakeholder humanitarian networking and coordination.</p> <p>1231 Community social accountability and feedback mechanisms established for addressing harmful gender inequalities and discriminatory cultural norms in humanitarian settings.</p> <p>1212 Most vulnerable people provided with cash and NFIs for emergency protection services and needs.</p> <p>1222 Safe spaces for women constructed and equipped.</p> <p>1232 Women and men’s groups at community level established and supported to champion lifesaving behaviour change awareness and interventions aimed at addressing negative cultural norms and traditional practices of SGBV and SEA.</p> <p>1213 Information disseminated on available SGBV services, referral systems and pathways for case management.</p> <p>1223 Safeguarding and PSEA IEC materials developed and disseminated.</p>
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Please note that all the proposals should be submitted to JubaQuotations@oxfam.org.uk not later than 10th November 2023