

Initiative for Peace Communication Association

Building Peace through peaceful communication



Terms of Reference (TOR): Consultancy for Development of Youth Engagement Plan of Action for Peace and Security

1. Background/context

South Sudan is emerging from conflict that has killed thousands and displaced millions. The country is also struggling with climate shocks including devastating floods, COVID 19 pandemic and macroeconomic crisis that continue to limit economic and social progress. Although, majority of South Sudanese face the brunt of these multifaceted crises, young men and women are differently and disproportionately affected. Since the escalation of conflict in 2013, more than 1.6 million people are internally displaced, 2.3 million seek refuge in the neighboring countries and more than 7 million people are in need of any form of humanitarian aid.

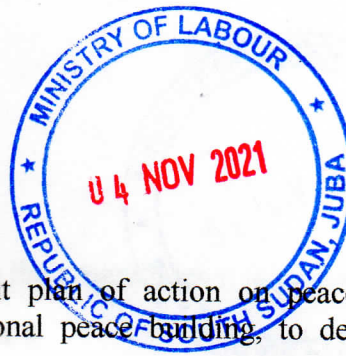
South Sudan has a very young population and majority of who have not completed formal education system and continue to face employment challenges. According to the 2008 census, the population of South Sudan is estimated at 8.26 million, out of which 4.29 million were men and boys and 3.97 million were women and girls. It is estimated that 51% of South Sudanese are under the age of 18 years and 72% are less than 30 years, 3% are over the age of 64 years and 34.24 percent are youth between 20 to 29 years old. This makes South Sudan one of the countries with the youngest population in the continent.

Young engagement, inclusion and participation in policy decision making, private sector and governance remains a critical challenge in South Sudan. This trend means government action to deliver youth-centered policies and programming lacks behind. It explains the clear lack of government investment in youth programs that empowers them economically. Similar situation persists in the humanitarian and development programs where youth initiatives hardly reflect the aspirations of the young people due to exclusion in design and implementation stages.

The increasing unemployment among youth has driven many from the formal to informal sectors which led to moral decay of social values as many get involved in crimes, drugs and prostitution. Coupled with deepening poverty which remains the main driver of development challenge and youth are the most affected. Some of the main issues that affect youth include also marginalization, lack of voice, poor representation in decision making and limited access to economic opportunities. Of recent, youth migration to other countries and rural urban movement has increased among young people.

2. Purpose of the consultancy





The overall aim of this national youth engagement plan of action on peace, security and reconciliation to enable youth participation in national peace building, to define youth age bracket and other issue affecting the youths

Apparently, young people have unique insights and perspectives that can drive more effective policy and programming, and ensure that government commitments are fulfilled, by collecting data, monitoring progress, and taking part in follow-up and review of peace and security mechanisms. In light of this, IPCA is seeking an individual consultant to bring together governments, civil society, donors, the private sector and youth-led organizations to provide advice for greater investment in young people as a development priority in achieving five years goal of the national youth engagement plan of action on peace, security and reconciliation. It also aims to build the skills of young leaders and involve young people and youth-led organizations in policy making and programming, as well as supporting independent, effective and sustainable organizations led by young people, especially marginalized group to advocate for their human rights and development priorities. Therefore, south Sudan should lead in embracing all young people, as the custodians of the pillar 2025 agenda, in national planning, building and lead in addressing inequities and marginalization that affect young people

3. Objectives

- To develop the National youth engagement plan of action on peace, security and reconciliation as a formal standard document that can define role of youth participation in decision making
- To define youth age bracket and outlining the key activities for youth engagement in private sector enterprise development for peace
- To develop an activity matrix for one year set of activities that promote peace, security and reconciliation as with key indicators that lead to national development
- Outlining key issues of youth unemployment and related challenges faced by the youth that inhibit their effective participation in peace, security and reconciliation processes
- Define appropriate strategies that galvanize youth engagement in partnership with a wide array of institutions, networks and groups to promote peacebuilding.
- Develop a one-year operational plan (budgeted)

4. Methodology

- Apply appropriate methodology in consultation with IPCA programme team
- The consultant will work in close collaboration with IPCA Executive Director and the Peace building Officer



- The consultant will conduct consultations with the program team to gain insights relevant to conduct the assignment
- Review IPCA's relevant project documents
- The consultant will undertake collection of all the required data/information from various sources, including Government departments, Ministries and other relevant sources
- IPCA shall facilitate data collection from external sources by providing the consultant with required official letters as necessary.
- The consultant will undertake review of data in close consultation with the Executive Director and Gender and Peace Building Officer
- The consultant will conduct a presentation at a workshop with the stakeholders to debrief them and IPCA staff in all proceedings related to the final development of the National Youth Engagement Plan of action on peace, security and reconciliation.

5. Duration:

- The consultancy shall be conducted for a maximum of 10 working days full time, from 18th Nov to 30th Nov 2021
- And the consultant will work closely with the IPCA Project Team and will from time to time submit and share the progress of activities as agreed.

6. Deliverables

- A fully developed National Youth Engagement plan of action on peace, security and reconciliation, two hard copies and a soft copy.
- A plan matrix complete with activities, indicators, outcomes.
- An annual operational plan (with activities and cost)
- A detailed report outlining the process of the development of plan of action

7. Payment

Payment modalities to the consultant will be made in three installments as indicated below:

- 1st installment-15% upon signing of the contract
- 2nd installment-35% upon showing progress against agreed outputs
- 3rd installment-50% upon submission of the deliverables agreed and signed off by IPCA

The consultant will work under the direct supervision of Executive Director in liaison with the Gender and Peace Building Officer.



8. Qualification and Experience

- Minimum of Bachelor's degree in one of the following fields: Social Sciences, Public Administration, law, or International Relations; ideally a Master's degree is desirable.
- A minimum of 2 – 4 years experience in programme development and specifically someone with hands-on experience in programme policies development for government institutions, NGOs, CBOs, etc
- Familiarity working with government institutions, NGOs and young people will be an advantage.
- Demonstrated familiarity with issues related with National youth engagement plan of action, youth leadership and engagement, human rights and gender equality.
- Good interpersonal, networking and communication skills.
- Strong writing skills.
- Excellent computer skills (i.e. Word, Excel, PowerPoint, social media, and others).
- Fluency in both spoken and written English

9. Report format (final) shall include the following components:

- Executive Summary
- Introduction / Background
- Overall purpose
- Objectives of the assignment
- Methodology
- Analysis
- Findings
- Conclusions
- Recommendations
- Relevant Annexes, e.g. a. List of people interviewed

NB: The application should include a *technical and financial proposal*

10. Criteria for Evaluation of Proposals for Selection

The following criteria will be used in evaluating proposals.

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- IPCA will evaluate the responses to the advert based on the applicants' ability to provide a general overview of their qualifications and their proposed approach to the details contained in this TOR.
- The proposal will be evaluated as per the percentage allocation below.
- Evaluation component Percentage value Qualifications 30%
- Technical proposal 40%
- Financial proposal 30%



How to Apply

Applications can be submitted electronically no later than November 18, 2021, at 23:59 (Juba) to
Email: ipcarecruitment@gmail.com; cc: blantinlavrick@gmail.com; cc.
ladutito2@gmail.com.

Hand delivered applications can be received at IPCA Juba office; C/o IPCA Juba, Munuki Block B, next to Suk Libya, off **FORTIS Pharmacy**.

Dateline for applications is **18th of November 2021** by CoB. Any application received after that date and time will not be considered.

