



Terms of Reference (ToR) for Gender Analysis in Aweil West and Aweil North Counties, Northern Bahr el Ghazel State.

1. Background and Introduction:

Christian Aids' 2019 Humanitarian Programme Plan (HPP), funded by the Irish Aid and implemented by Support for Peace and Education Development Programme (SPEDP), hopes to protect and empower women, men, girls and boys living in vulnerable communities in conflict-affected areas, so that their lives are saved, dignity maintained, and resilience to ongoing and future natural and man-made shocks and stresses, particularly those resulting in violence is increased.

Following the conflict in the region as well as the annual floods, NBeG is home to 67,344 IDPs, with the highest percentage being women and children. The 2019 Humanitarian Response Plan (HRP) for South Sudan projected the number of people in need being 7.1 million and projected that humanitarian partners will aim to deliver life-saving assistance and protection to address the most acute needs of 5.7 million people.

This project therefore aims to address the needs of the most vulnerable populations in Aweil West and Aweil North Counties of Northern Bahr el Ghazel through interventions on Food Security and Livelihood (FSL), WASH, Peacebuilding and Disaster Risk Reduction (DRR), as a contribution to the 2019 Humanitarian Response Plan.

In 2019, the project reached 25,850 people (M.12,289; F.13,561) through direct support that included inputs provision, training, awareness raising and facilities, and some individuals more widely. Although the project was intended to support both males and females equally but fairly (60% female participation and 40% male participation based on the population ration of female to male, there was low level of male participation in agricultural activities, Village Savings and Loans Associations (VSLAs), the vocational skills training activities. This was an unintended targeting where more females participated in the project than males. One of the main questions that this piece of research will have to answer is whether men in the target areas feel culturally comfortable joining these type of activities, or whether VSLA and agriculture are seen as more 'feminine' activities in these circles where men are more often involved with pastoralist work.

To ensure that the project is conflict and gender sensitive, Christian Aid wants to ensure that there are no household / community tensions because of exclusion, strengthening women's role, and that there is no risk of resentment of the approach by implementing partners which is seen to exclude males, thereby posing a risk to community acceptance of the programme.

With funding from the From Violence to Peace Program programme objective, the Gender analysis will analyse the situation to gain a deeper understanding of why men are not participating in programme activities and provide recommendations to adapt issues relating to men's participation specifically and community acceptance of the programme more generally.

The recommendations are also expected to identify and address a potentially underlying / latent conflict that may escalate any time because of targeting.

2. Objectives and scope

The gender analysis will explore the underlying factors limiting the participation of males in the HPP project activities and the actual and potential consequences of this. The analysis will propose cost-effective and contextualised recommendations based on findings to adapt the project in ways that allow for more active participation of males, including recommending appropriate programme targets for male and female programme participants

The analysis will address the following questions:

- What prevents men's participation?
- What impacts the exclusion is having on social / community / household relations and conflicts? so that the project can assess these on regular basis.
- Given the cultural context how can HPP ensure targeting is inclusive, if possible? If not, what alternative strategies for mitigating resentment (better comms / awareness raising on mutual benefit?)
- How to adapt activities to be more conflict sensitive at household and community levels?
- How can the programme make sure the targeting is more inclusive?
- Can there be more activities to include men or referrals so that men can also benefit from aid coming to NBeG?
- Can the programme conduct awareness raising sessions in the community about how the project doesn't intend to exclude men? Is that likely to be effective?
- How else can current activities be adapted to make them more conflict sensitive at the household and village level?

3. Methodology

- The gender analysis will be conducted in April 2019 using a combined set of data including primary and secondary data. The analysis will be conducted in Nyamlel, Aweil County, Northern Bahr el Ghazel State.
- The analysis will involve a set of focus group discussions (FGDs) and key informant interviews (KIIs), at household and community levels.
- The methodology will then triangulate the qualitative and quantitative datasets through;
- Review and analysis of secondary data and reports from related Christian Aid projects implementing similar activities including UKAM, Health Legacy and From Violence to Peace.
- Based on desk review of internal and external documents, identify specific gaps in knowledge or areas that need updating and adapt, as needed, the framework for the field work.

Desk review documents can include:

- statistics and reports from government departments and ministries (e.g. Demographic, Surveys, Evaluations etc.),
- Government policy documents,
- Third-party gender studies, qualitative reports and quantitative surveys from the World Bank, United Nations, and other parties, or Programme, project, or organizational documents.

The collection of **primary data** should be based on **participatory processes** and include a wide range of female and male stakeholders from the target community, civil society – including local women’s organizations and gender equality experts, and the government at different levels. Individual, focus group, and key informant interviews can all be used to complete the gender analysis.

It is recommended that **men and women be separated for interviews where the objective is to capture differences between men and women**. This will allow the responses from men and women to be more easily compared. **Further disaggregation of groups can also be considered when the needs of people based on other characteristics, like age, are being determined**.

- Write up findings and preliminary recommendations.
- Other methodologies the consultant deem fit for the gender analysis.

3.1. Questions to be explored through a gender analysis

- What are the current **gender relations**, including the division of reproductive, productive, and community labor between men, women, boys, and girls?
- What were **the usual gender roles and responsibilities before the current emergency**? Have they changed since? (Be aware that men and women may give very different answers.)
- Who has **access to and control over resources**?¹What are the **beliefs** about men or women that limit access to resources and assets?
- What are **customary laws** in the area and how do these affect men’s and women’s access to resources?
- What are the **barriers to women’s participation and productivity** (social, economic, legal, political, and cultural)?
- What are the **differences in women’s and men’s access to information from extension services, community leaders, or others**?
- What is **the role of religious and cultural practices, beliefs and institutions in the community**? How do they affect gender roles?

¹ Access is defined as the opportunity to make use of a resource, and control is the power to decide how a resource is used and who has access to it. As women often have access but no control, it is important to understand these distinctions through the analysis.

- What are the *practical and strategic gender² needs of women, men, boys and girls* and how they can be supported, especially in relation to the thematic sectors addressed by your project?
- Are there local *women's organizations and movements* advancing women's rights or assisting in humanitarian emergencies that can be included and strengthened through this intervention?
- What are the *gender related risks of the proposed intervention* and how can these be minimized?

3.2. Information that should be included in the gender analysis report

- A description of how *women and girls have been consulted on the proposed intervention and that they have given input into defining the 'solution'*
- A discussion of *the practical and strategic needs of women, men, girls, and boys* how they can be supported, especially in relation to thematic sector being addressed in the proposed intervention;
- Analysis of *how programming could challenge the existing gender division of labor, tasks, responsibilities and opportunities*;
- The *identification of opportunities for change or entry points*;
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4. Expected Outputs

- Inception report with proposed methodology, scope of analysis including key lines of inquiry, and timeline, for feedback and revision before beginning field work.
- Draft conflict analysis report which includes
 - Systematically relevant answers to the situation in question (targeting);
 - Fairly and clearly represents the views of different actors/stakeholders;
 - Gives the conclusions and recommendation on gender-sensitive programming in humanitarian response, Opportunities for improving participation of both Men and Women in project activities.
 - Presentation on the main findings of the Gender Analysis exercise.
- Final gender analysis report with findings, and contextualised and cost-effective recommendations

5. Consultancy Period

The consultancy will be for **10 days** including the travel days.

6. Core Competencies

- South Sudanese candidate.

² Practical gender needs are defined as needs that would improve the life of the beneficiary if met, but would not affect existing gender relations. Strategic gender needs/interests, if met, would transform the existing relationship of unequal power between men and women. These needs related to gender divisions of labour, power, and control such as legal rights, domestic violence, equal waters, and women's control over their bodies.

- At least a master's degree in a relevant field in Gender Studies, Development studies, Humanitarian assistance, Agriculture Economics, Public policy, and
- At least 5 years professional experience in monitoring and evaluation of multi-sector programme.
- A deep understanding of the South Sudan context
- Strong track record in in research, gender analysis, policy development, management and programming development, and localization of humanitarian response
- Ability to deliver assessment results within the shortest period.
- Works with integrity and has a clear commitment to Christian Aid's core values and principles.
- Works and lives with a flexible, adaptable and resilient manner.
- Awareness and sensitivity of self and others: Demonstrates awareness and sensitivity to gender and cultural diversity.
- knowledge of the Minimum Humanitarian Standards and ready to adhere to Christian Aid Code of Conduct.
- Participatory techniques and approaches

7. Ability to work in complex

- The consultant must have proven track record and experience in gender analysis or related assignment. This should be backed up by the number of similar research that has been conducted by the individual or institution.
- The consultant must have knowledge of the South Sudan context.
- Familiar with humanitarian programming and inter-agency coordination systems
- Fluent in English
- Ability to communicate in a culturally-sensitive manner and conducive to their practical application.

8. Application process

Interested and qualified candidates should submit their application package (Expression of Interest, Detailed CV, Detailed technical narrative proposal, Detailed budget) to JubaProcurement@christian-aid.org not later than **21st , April 2020**, at **5:00 PM EAT**. However, due to the urgency, applications will be reviewed on rolling basis.

NB:

The financial proposal should include the following;

- a. Professional fee
- b. Feeding
- c. Enumerators