



Government of the Netherlands



Generating Sustainable Livelihoods and Leadership for Peace in South Sudan

Conflict and Gender Analysis *Terms of Reference*

1.0 Introduction and background

Generating Sustainable Livelihoods and Leadership for Peace in South Sudan is a five-year project (September 2016 – August 2021) being implemented by a consortium of three organisations: the Agency for Cooperation and Research in Development (ACORD), DanChurchAid (DCA), and the Centre for Conflict Resolution (CCR) in Central Equatoria, Eastern Equatoria and Jonglei States. The project is being funded by the Netherlands Government, Ministry of Foreign Affairs from the Addressing Root Causes (ARC) Fund.

The overall objective of the project in line with that of the ARC Fund is to ***address the political and socio-economic root causes of armed conflict and instability in South Sudan.***

The project has the following interrelated and mutually reinforcing specific outcomes:

- Food security and livelihoods improved, and vulnerability to adversity reduced
- Greater trust and cooperation between citizens and state institutions, and among previously conflicting or adversarial groups
- Communities, civil society and local governance structures mitigate and resolve conflict without recourse to violence

A conflict and gender analysis forms a core part of the entire project. Activities must be participatory, as well as socially and culturally sensitive. They should also be based on how gender and conflict issues are approached on the part of project beneficiaries within the local communities. To this end, the ACORD-led consortium would like to commission a Consultant(s) to undertake a conflict and gender analysis exercise in Central Equatoria, Eastern Equatoria and Jonglei States, South Sudan. The results of the analysis will be a gauge and bench mark for assuring that the implementation of the project is sensitive to conflict and gender issues and also in assessing the progress of the project implementation, as well as during the project evaluations in terms of incorporating conflict sensitivities and gender dimensions in the target communities.

2.0 Objectives and scope of the consultancy

The aim of the conflict and gender analysis is to better understand the perceived historical and structural antecedents of violent conflict in these states and how conflict is linked to gender issues, as well as to better understand different societal dynamics (political, social, security, economic) and their influence in reducing or accelerating conflict in the target areas. The analysis will further generate adequate and quality information – both quantitative and qualitative – against a set of indicators under each outcome, so as to provide benchmarks against which to assess the project's progress at regular intervals. The conflict and gender analysis will further determine benchmarks for target setting within each specific outcome, as per the indicators set out in the original results framework, and will validate if

the activities within the project design are sufficient in scale and scope in relation to conflict and gender sensitivities in order to meet the project's targets. Formatively, data will be collected during monitoring and progressively analyzed before the cumulative evaluation at the end of the project.

In conjunction with the consortium focal point for this exercise, the Consultant/s will liaise with Consortium members to finalise the design and inception plan for the study, conduct the study and disseminate the findings. The consultant is expected to undertake the following tasks:

- Submit a proposal on how to conduct the conflict and gender analysis;
- Carry out a desk-review of the relevant project documents, including the project monitoring, evaluation and learning (MEAL) framework, budget, and other relevant documents prior to the implementation of the study;
- Develop conflict and gender analysis tools (including questionnaires, interview checklists, guidelines for enumerators) in consultation with project staff;
- Train research assistants/enumerators;
- Conduct the conflict and gender analysis through focus group discussions and/or key informant interviews;
- Analyze and ensure the quality and accuracy of the data through review meetings with trained enumerators to obtain an in-depth understanding of the data collected;
- Prepare and discuss a draft report (a maximum length of 30 pages) with the Consortium members. The report should be comprehensive and provide detailed specific findings within each specific outcome, providing key recommendations for implementation;
- Undertake a validation of conflict and gender analysis findings with the Consortium members;
- Incorporate the comments from Consortium members into the final report; and
- Prepare and submit a final report.

Stakeholder Consultation

Consultations will be held with a range of stakeholders in the states of Central Equatoria, Eastern Equatoria and Jonglei States, including residents and transients in these communities, local and central government authorities, local and international NGOs and community-based organisations. This will help build upon an initial strategic analysis of the context, including sources of tension and conflict, the activities of other actors such as the government and their perceptions of current trends, risks and opportunities.

3.0. Methodology and process

The Consultant/s is/are expected to employ both qualitative and quantitative methods to ensure inclusion of all the project actors/stakeholders in the conflict and gender analysis process. The final decision on what type of methodology and selection of persons/groups interviewed or consulted will be the responsibility of the Consultant and s/he is expected to fully justify the choice of the methods in the final report and explain any limitations.

The Consultant is expected to take all necessary steps to ensure that the security and dignity of the respondents and the rest of the population participating in the conflict and gender analysis exercises is not compromised and that disruption to other on-going operations is minimized.

4.0 Role of Consortium members

Consortium members will provide the Consultant/s with all the necessary logistical support and documentation to facilitate the smooth completion of the conflict and gender analysis process. In particular, Consortium members will:

- Provide all necessary logistical assistance and support to the Consultant where needed;
- Be the link between the consultant and the project sites;
- Review developed tools for the conflict and gender analysis and provide comments;
- Where necessary and feasible, identify and mobilize key informants for the analysis;
- Organize review/validation meetings;
- Review and make comments on the draft report prepared by the consultant; and
- Endorse the final report.

5.0 Deliverables/outputs

1. A clear and concise analysis report (**not more than 30 pages**)
2. Power-point presentation of not more than 15 slides
3. Final workshop with ACORD and its partner on the findings of the evaluation

The main body of the evaluation report will not exceed 30 pages and shall contain the different elements mentioned below:

- Cover page.
- Title page.
- Table of contents.
- Abbreviations and acronyms page.
- An executive summary that can be used as a document in its own right. It should include the major findings of the evaluation and summarise conclusions and recommendations.
- A short introduction to the project and the objectives of the analysis.
- Justification of the methods and techniques used (including relevant underlying values, assumptions, and theories) and selections made (of persons interviewed and project sites visited).
- Eventual limitations of the analysis.
- The main body of the report should include a presentation of the findings and the analysis thereof (including unexpected, relevant findings). *Note that recommendations should be clearly formulated and addressed to the relevant stakeholders or target groups.*
- *Report appendices* that include: the Terms of Reference; the data collection tools; the techniques used for data collection (including list of informants and locations visited); list of documents and bibliography; the composition of the evaluation team and their CVs. These are not subject to the page restriction.

The draft analysis report prepared by the Consultant/s will be submitted to the Consortium for review and comments before production of the final report. The final report must be submitted within 1 week of receiving comments and feedback from the Consortium.

Confidentiality and Authorship

Consortium members will have exclusive ownership of all information generated by this consultancy. The Consultant/s may pass the information on to other parties in specific instances if the Consortium agrees to this in advance in writing. The Consultant/s will treat

all information provided by the Consortium as confidential.

6.0 Budget and Timelines

The Consultant/s is/are expected to submit a detailed financial proposal to conduct the analysis. Where necessary and possible the Consortium will provide logistical support such as flight bookings (in case of UN-linked flights) and identifying the key respondents.

7.0 Consultants/Resource persons requirements

- Advanced Degree in relevant field (International Studies, Gender and Peacebuilding, Conflict and Development)
- Previous experience of conducting related analyses, programme evaluations, and action oriented research in conflict and post-conflict situations
- Experience in the design and use of participatory methods for analysis and evaluation in a field-based setting
- Sound knowledge of major development issues in South Sudan, especially from a conflict-development nexus perspective
- Knowledge of South Sudan and more specifically Greater Equatoria and Jonglei
- Outstanding research and analytical skills
- Excellent written and verbal communication skills
- Ability to deliver against deadlines and targets
- Fluency in written and spoken English
- At least 3 references

8.0 Bids

Interested Consultants (firms or individuals) are requested to submit their bids including technical and financial proposals. The technical proposal must include the Terms of Reference interpretation, data collection methods and tools, a detailed chronogram, and an indication of availability. The CVs of consultants must be attached and sent to **recruit@acordinternational.org**. **The email subject line must clearly be marked 'ARC Conflict and Gender analysis proposal'**.

9.0 Evaluation and Award of Consultancy

The ACORD-led Consortium will evaluate the proposals and award the assignment based on a review of technical and financial proposals submitted. The ACORD-led Consortium reserves the right to accept or reject any proposal received without reason. Only shortlisted applicants will be contacted.