



## CARE International in Sudan

### Terms of Reference (TOR) for Conducting Gender-Sensitive Conflict Analysis.

**Required: International Consultant**

**Project Title:** Improved food security, livelihoods, and resilience through the promotion of peaceful coexistence among refugees, IDPs, and host communities in South Kordofan.

**Donor:** BMZ

**Duration of Appointment:** 30 days

**Expected Start Date:** ASAP

#### 1. Background of CARE

CARE International is a global confederation that is working in 104 countries around the world to save lives, end poverty, and fight social injustice. CARE has been operating in Sudan since 1979, implementing humanitarian and development programs focused on women's and girls' empowerment, gender justice, humanitarian action, and resilience building. In the last fiscal year (June 2022 – July 2023), CARE reached 1,933,973 direct people across Sudan, of which 1,494,032 were reached through our humanitarian work. CARE is currently working across six states: East Darfur, South Darfur, South Kordofan, Kassala, Gedaref, and Khartoum. CARE works in partnership with seven national NGOs, line ministries, and community-based organizations. CARE has over 176 staff members located across 13 sub-offices in the aforementioned states. The head office is in Khartoum with field offices in East Darfur (Ed Daein, Al Nimir, El Ferdous, and Kario), South Darfur (Nyala, Kass, and Gereida), Kassala (Kassala town and Girba) South Kordofan (Abu Jubeiha, Kadugli, and El Liri) and Gedaref.

CARE has strong experience in Sudan and has established long-standing relationships with local authorities and communities. A key strength of CARE is that we focus on increasing community ownership, by working closely with local community structures and establishing long-term partnerships. The complex and protracted nature of the context in Sudan requires an integrated response from CARE. Therefore, we are working under a dual mandate of humanitarian- and development work, to address more comprehensively a wide variety of needs and challenges. CARE's Our Humanitarian Action program enables us to quickly respond to emerging crises, addressing immediate needs. Our humanitarian interventions aim to provide timely life-saving assistance to crisis-affected populations and ensure a protective environment for women and girls. CARE's humanitarian work is focused on WASH, Health, Nutrition, and Food Security. In the same states, however, our humanitarian work is complemented by longer-term development investments, focusing on Women, Peace, and Governance. Our development program aims to build the foundations for peaceful, inclusive, and resilient communities in Sudan, specifically targeting women and youth. Our development interventions are promoting transformative change by addressing critical barriers to poverty reduction. Our work in this pillar is focused on livelihoods, peacebuilding, inclusive governance, and gender justice. Both our humanitarian and development pillars converge and eventually contribute to common outcomes

The national partners include SADO, SODAVR, JMCO, WOD, SHOA, NAHA, and Babiker Badri Scientific Association for Women Studies. Line ministries with whom CARE collaborates closely include Ministries for agriculture, animal resources, water, health, and social. CARE's donors include the Dutch, Canadian, German (BMZ, GIZ), Luxembourg, and the United States Governments, as well as the European Union and UN Agencies.



## 2. Background to the project:

CARE received funds from the German Ministry of Economic Cooperation and Development (BMZ) to implement the project “Improved food security, livelihoods, and resilience through the promotion of Peaceful coexistence among refugees, IDPs, and host communities in South Kordofan”. The project’s duration is from 1<sup>st</sup> August 2023 to 31<sup>st</sup> July 2027. It is a new multi-sectoral project developed on lessons learned from completed and ongoing emergency relief and resilience and peacebuilding projects, covering food security, peacebuilding, women's empowerment, WASH, health, and livelihood projects in the Darfur region and other states.

The project is designed to address the specific needs, vulnerabilities, and capacities of women, youth, farmers, IDPs, host communities, and local institutions. There is a particular focus on marginalized members of communities, including but not limited to female heads of households, youth, and persons with disabilities.

The project’s specific objectives and outcomes are:

**Specific objective:** Increased resilience at the individual, family, and community levels, with a particular focus on women and youth, by improving food security, addressing harmful gender norms, and strengthening capacity to mitigate conflicts and the effects of climate change in Sudan's South Kordofan State.

**Outcome 1:** Men, women, boys, and girls in target communities have improved their food security and livelihoods through diversified agriculture, income-generating activities, and social capital.

**Outcome 2:** Improved access to water resources for domestic consumption and productive use, and improved management capacity to anticipate, absorb, and manage shocks and stresses.

**Outcome 3:** Capacity built for conflict mitigation and inclusive natural resource management, led by women and people with special needs.

The project is being implemented in the South Kordofan state of Sudan, targeting 112,800 persons (approx. 18,800 HH), *of which women:* 64,295 female adults, (10,000 girls), *of which men:* 48,505 male adults, (including 5,414 boys) **indirectly:** Approx. 46,300 (19,909 men, 20,835 women, 2,277 boys, 3,279 girls) vulnerable and conflict-affected households in four largely agrarian and traditional areas in the two states.

The target groups include (agro-) pastoral households, small-scale farmers, women and youth, IDPs, host communities, and local structures (60% F/40% M) in 8 cluster villages in South Kordofan: Abu Jubayhah, Gadeer, Atadamon, and Ab-bassiya localities. Approx. 10% of people with disabilities or special needs.

CARE International in Sudan will implement the project on behalf of CARE Germany, working closely with the local organization namely Addition for Disasters Assistance and Development (ADD).

### 3. Purpose/objectives of the Gender Sensitive Conflict Analysis:

The overall objective of this assessment is to understand the causes, power and gender dynamics, and actors of conflicts in the project area with a special focus on women and youth, and how this impacts CARE's development programming. The analysis will also provide quality inputs and strategic guidance for CARE to effectively engage or mainstream peacebuilding (social cohesion) at the community level. CARE understands that there is an ongoing conflict in Sudan and this study will help the project to understand how the overall conflict influenced the community level or inter-tribal conflict. Specific objectives of the assessment shall include the following:

- Provide a detailed understanding of the context to ensure that CARE programs do not exacerbate the current conflicts.
- Examine the structural problems and impacts of social, political, and economic power relations on different groups.
- Understand how gender norms in target communities influence people's behaviour towards conflict or peace.
- Determine the causes and consequences of gender-based conflict and develop an effective action for peacebuilding.
- Determine the level of support that is required by different social groups to reduce any form of conflict.
- Identify critical current challenges and barriers to women's and youth's meaningful participation and leadership and provide recommendations together with a clear action plan to eliminate or mitigate these inequalities.

### 4. Methodology of the assessment:

The assessment should follow mixed qualitative and quantitative methodologies to collect pertinent data/information. These methodologies include but are not limited to Secondary Data Review, Key Informant Interviews, individual interviews and Focus Group discussions. The Consultant, based on experience, can also suggest other approaches that can be adopted for a comprehensive analysis.

The data collection team should include both male and female members to avoid cultural barriers, moreover, local language speakers should be considered among the team of enumerators. When selecting the respondents/interviewees, proper representation should be ensured in terms of women, men, youth and adults, disabled, and all other structures.

### 5. Scope of Work:

**Geographical scope:** Geographic scope: The geographical scope of the analysis is in 8 cluster villages in South Kordofan: Abu Jubayhah, Gadeer, At Tadamon, and Abbasiya localities.

**The conflict analysis exercise will address the following issues:**

- Determine the nature of conflicts in the targeted communities.
- Assess the general context and dynamics of land and resources, gender-based violence, and identity conflicts in South Kordofan State.
- Identify the stakeholders involved within the land and resource, gender-based violence, and identity

conflicts in South Kordofan States

- Identify the key drivers, and the push and pull factors of involvement in violent conflicts.
- Identify the role of local customs, beliefs, and culture in conflict and peace processes.
- Come up with recommendations that will help the project and communities mitigate conflicts.

The conflict analysis exercise will answer the following key questions:

- What are the key dynamics of gender-based violence, land and resource conflict, and religious or identity-based conflict in the two targeted states?
- **What types of violence are there and at what levels?** Is there i.e., political violence and by whom, sexual and gender-based or conflict-related sexual violence, attacks on human rights defenders, physical harassment? Who are the perpetrators and the victims? Which groups of women and men are particularly at risk in this conflict setting?
- **Who are the key actors in the conflict?** Who is taking the lead in contributing to conflict? Who are taking the lead in contributing to the peaceful resolution of the conflict or humanitarian response? What is the gender composition of these key actors?
- **Who is involved in the peace process and how?** Are women represented and are gender issues addressed at each level? Which constituencies do the representatives in peace processes represent? Can addressing women's roles in the existing cultural and societal structures create opportunities for peace (i.e., supporting women's grassroots peace leadership, women's access to land, empowering women, etc.)?
- How does the Sudanese society in general deal with gender-based conflict, land and resource conflict, and religious or identity-based conflict?
- What are the driving factors of conflict? How are people drawn into a vicious cycle?
- Who are the key stakeholders involved in this conflict, and why?
- How is conflict manifesting in society? How does it create segregation between groups? What are the major dividing lines? What draws those lines? How does it lead to inequality?
- What are the forces for and against peace in the target areas?
- How do art and culture reinforce intercultural dialogue and relationships in the Sudanese communities? What are the strengths and weaknesses of those practices?
- What small changes can be leveraged to create the biggest change? What could be the major points of interventions to manage these conflicts? What could be the innovative strategy for bringing people together from divided lines?

## 5. Tasks and Responsibilities:

The International Consultant will undertake the following tasks:

- Provide the overall technical oversight of the exercise by guiding the local consultant who will be responsible for the fieldwork.
- Lead the development and design of the methodology and the tools for the exercise.



- Conduct desk reviews of secondary sources of information, project documents, and any other sources pertinent to the exercise.
- Design the overall assessment questions and the survey tools based on the main objectives mentioned above, including upload of the Individual interview questioner in the kobo system.
- Conduct a virtual inception meeting to discuss the methodology, data collection tools, sample size, and the number of KIIs, and FGDs to be conducted in the project area.
- Train the Local Consultant and team members who will do the fieldwork.
- Provide any support that may be required during data collection.
- Analyze, synthesize data, and prepare the report.
- Presentation of findings and recommendations to the CARE Sudan team.
- Provide an action plan to CARE Sudan staff based on the recommendations from the study.

## 6. Expected Deliverables and Timeframe

The Consultant is expected to deliver the following:

- **Inception meeting accompanied by a report:** To discuss the methodology, work plan, and survey tools with the CARE Sudan staff.
- **Data collection tools-** These will be translated into Arabic by the CARE Team.
- **Analysis and finalize the report which includes:**
  - Stand-alone executive summary (focus on summarizing the main survey findings)
  - Description of the methodology and data analysis tools used, and research ethics and protocol followed.
  - A brief justification of the methods and techniques used (including relevant underlying values and assumptions/ theories) with a justification of the selections made (e.g., of people interviewed).
  - Analysis and findings
  - Recommendations and action plan
  - Annexes: such as relevant maps, data collection tools, raw data in an agreed format, etc
- The final report should comprise the following among others: 1) a comprehensive conflict report that contains an in-depth examination of conflict, its characteristics, causes, dynamics, and consequences for women, men, girls, and boys; 2) conflict scenarios affecting program delivery and key recommendations on mitigation and adaptation measures; 3). Proposed action plan for the project implementation.
- Orient CARE Staff on mainstreaming peacebuilding based on the findings of the study.

### Proposed Work Plan and Activity Timeframe:

Activity	No. of days
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Desk review, review of project documents, and discussion with the team	3 days
Tools development and methodology design	4 days
Inception meeting: Discussion of the tools, methodology, and logistics	1 day
Train the field team and introduce the tools	2 days
Periodic support to the CARE team during data collection	5 days
Data analysis and synthesis	5 days
Draft the first draft and discuss it with the CARE Sudan team	5 days
Consolidate the feedback and share the final report	3 days
Orient CARE Sudan staff on mainstreaming of peacebuilding based on the findings	2 days
<b>Total</b>	<b>30 days</b>

## 7. Proposal Content:

Those interested in the consultancy must include in their application a detailed technical and financial proposal with the following components:

### Technical

- Technical proposal for conducting the survey based on the given information and including methodology and work plan schedules

### Financial

- The total budget/Consultancy fee for the mentioned days.

### Other conditions:

- Must adhere to the CARE Code of Conduct and CARE Security Protocol during the entire duration of conducting the assignment.

## 8. Qualification and Experience

- Master's degree in economics, development studies, peacebuilding, sociology, or a related social science field
- 5 years of experience conducting similar studies or research in volatile contexts like Sudan.
- Experience in peacebuilding, gender, disaster risk reduction, and any other relevant background.
- Knowledge and demonstrated experience and skills in designing, facilitating, and conducting conflict analysis exercises.
- Demonstrated proof of conducting similar exercises in the past possible, share reports from previous tasks.
- Strong knowledge of qualitative and quantitative research methods and sampling.
- Statistical analysis skills and strong proficiency with data analysis packages such as SPSS or STATA and qualitative data analysis software
- Fluency (verbal and written) in English and Arabic is an added advantage.
- If working as a team the proposal should outline the roles and the CVs must be included
- Experience in using Kobo system for data collection.